

649th Plenary Meeting

PC Journal No. 649, Agenda item 1

**DECISION No. 780
APPROVAL OF THE 2007 UNIFIED BUDGET**

The Permanent Council,

I. Acting in accordance with the relevant provisions of the Financial Regulations and Permanent Council Decision No. 553 of 27 June 2003,

1. Approves the 2007 Unified Budget contained in Annex I;
2. Approves the Post Table contained in Annex II;

II. Taking into account Ministerial Council Decisions, *inter alia*, No. 17/06 on improvement of the consultative process, No. 18/06 on further strengthening the effectiveness of OSCE executive structures and No. 19/06 on strengthening the effectiveness of the OSCE,

1. Requests the Secretary General to report regularly to the ACMF on the developments relating to the managerial and financial aspects of these decisions;
2. Tasks the Secretary General, in co-ordination with the Chairmanship-in-Office, to prepare and submit by the Programme Outline discussion in 2007, a report with recommendations on the implementation of Ministerial Council Decisions Nos. 18/06 and 19/06, as they pertain to the management of OSCE resources. In this context, requests the Secretary General to report regularly to, and consult with, the participating States on further measures to improve the transparency and accountability of the Unified Budget cycle as defined in Permanent Council Decision No. 553 including programme planning;
3. Tasks the Secretary General, in co-ordination with the Chairmanship-in-Office, to prepare and submit, by 20 September 2007, a comprehensive study of current OSCE practices related to travel, consultancy and subcontracting, including proposals to enhance their efficiency, transparency and accountability, as necessary;
4. Takes note of the open-ended list of Unified Budget projects to be undertaken and funded within the budget as contained in SEC.GAL/218/06. The project list may be further supplemented by the Fund Managers within their respective Funds, as

* Incorporates an amendment to a decision number in paragraph VII (No. 672 incorrectly cited as No. 627 in the original release).

appropriate, and an updated list should be issued to participating States twice a year;

III. Recalling Ministerial Council Decision No. 19/06 and taking into account Permanent Council Decision No. 705 on the Common Regulatory Management System,

1. Requests the Chairmanship to organize an informal workshop for participating States in the first quarter of 2007 to discuss all outstanding issues related to the amendment of the Financial Regulations of the OSCE and to contribute to the report on this issue that has been requested by Ministerial Council Decision No. 19/06;

IV. Recalling Permanent Council Decision No. 704,

1. Calls upon all participating States to reach an early agreement on revised scales of contributions for 2008–2010;
2. Requests the Chairmanship to report to participating States on the progress made on revising the scales of contributions for 2008–2010, no later than 15 July 2007;

V. Emphasizing the importance of proper human resource management for the effectiveness of the OSCE's activities,

Welcoming the initial steps taken by the Secretariat to address the issue of local salaries,

1. Confirms that the 2006 board and lodging allowance (BLA) rates remain effective for January 2007;
2. Decides that in the 2007 Unified Budget the revised BLA rates and the approved salary levels for locally recruited mission members shall take effect as of 1 February 2007;
3. Tasks the ACMF to continue its deliberations on a compensation policy for locally recruited staff with a view to submitting recommendations to the Secretary General for inclusion in the 2008 Unified Budget Proposal;

VI. Referring to the practice of "augmentation",

1. Tasks the Secretary General to submit to the ACMF by 1 May 2007 a review of this practice and proposals for amendment to be considered by the Permanent Council;
2. Requests the Secretary General to take this issue into account while addressing the tasking given by the Ministerial Council (MC.DEC/18/06) to propose a revised post table;

VII. Recalling its Decisions No. 672 of 12 May 2005 and No. 712 of 20 December 2005, in particular their provisions relating to existing practices of national income tax assessed on OSCE local staff salaries,

1. Tasks the Secretary General to continue to consult with host countries on this issue, and report to the ACMF on possible solutions.

THE 2007 UNIFIED BUDGET

<u>Fund</u>	EUR
Main Programme	
Programme	
<u>I. FUNDS RELATED TO SECRETARIAT AND INSTITUTIONS</u>	
<u>The Secretariat</u>	
Secretary General and Central Services	
A.1.1 Executive Management	1,105,400
A.1.2 Security Management	414,000
A.1.3 External Co-operation	676,500
A.1.4 Legal Services	460,800
A.1.5 Press and Public Information	1,149,500
B.3.1 Gender Issues	268,400
Total	4,074,600
Chairman-in-Office	
A.1.1 Short-Term Mission/Visits of CiO and PR of the CiO	300,000
A.1.2 Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3 Panel of Adjudicators	65,000
A.1.4 Audit Committee	50,000
A.1.5 External Auditors	100,000
Total	530,000
Internal Oversight	
A.1.1 Internal Oversight	1,252,600
Total	1,252,600
Activities Related to Combating the Threat of Illicit Drugs	
B.4.1 Activities Related to Combating the Threat of Illicit Drugs	0
Total	0
Strategic Police Matters	
B.1.1 Strategic Police Matters Unit	954,600
Total	954,600

THE 2007 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	736,000
Total	736,000
Action against Terrorism Unit	
B.1.1 Action against Terrorism	740,000
Total	740,000
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,372,400
B.2.2 Economic Forum Meeting	483,400
Total	1,855,800
Conflict Prevention	
A.1.1 CPC Direction and Management	377,000
A.1.2 Policy Support Service	827,400
A.1.3 Operations Service	816,700
A.1.4 Programming and Evaluation Support Unit	246,400
B.1.1 FSC Chairmanship	32,100
B.1.2 FSC Support	482,100
B.1.3 Communications Network	566,700
Total	3,348,400
Human Resources Management	
A.2.1 HR Direction and Management	434,500
A.2.2 Personnel Management	748,600
A.2.3 Recruitment	645,000
A.2.4 Training Section	1,178,800
Total	3,006,900
Department of Management and Finance	
A.1.1 Conference and Language Services	5,185,500
A.2.1 DMF Direction and Management	317,200
A.2.2 Financial Compliance, Systems and Support	421,800
A.2.3 Finance Services	1,283,400
A.2.4 Information and Communication Technology Services	3,309,600
A.2.5 Mission Support Service	1,317,000

THE 2007 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
A.2.6 Secretariat Common Operational Costs	2,131,700
A.2.7 Prague Office	403,500
Total	14,369,700
Total for the Secretariat	30,868,600
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1 Direction and Policy	1,321,600
A.2.1 Fund Administration Unit	1,556,000
A.2.2 Common Operational Costs	818,900
B.3.1 Human Dimension Meetings	788,000
B.3.2 Democratization	1,330,700
B.3.3 Human Rights	1,076,100
B.3.4 Elections	6,529,800
B.3.5 Tolerance and Non-Discrimination	1,085,600
B.3.6 Roma and Sinti Issues	433,200
Total	14,939,900
<u>High Commissioner on National Minorities</u>	
A.1.1 Office of High Commissioner	1,508,400
A.2.1 Fund Administration Unit	316,300
A.2.2 Common Operational Costs	182,500
B.1.1 Conflict Prevention Activities	845,600
Total	2,852,800
<u>Representative on Freedom of the Media</u>	
A.1.1 Office of Representative	572,200
B.3.1 Freedom of the Media	688,000
Total	1,260,200
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS	49,921,500
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>	
SOUTH-EASTERN EUROPE	
<u>Mission in Kosovo</u>	
A.1.1 Office of Head of Mission	5,286,200

THE 2007 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
A.2.1 Fund Administration Unit	4,638,200
A.2.2 Common Operational Costs	6,535,200
B.1.1 Security and Public Safety	2,365,600
B.3.1 Good Governance and Democratic Institutions	4,788,800
B.3.2 Human Rights, Decentralization and Communities	8,191,100
Total for the Mission	31,805,100
Secretariat Augmentations	3,089,500
ODIHR Augmentations	
B.3.1 ODIHR Democratization	269,100
Total	269,100
Grand Total	35,163,700
<u>Tasks in Bosnia and Herzegovina</u>	
A.1.1 Office of Head of Mission	2,349,100
A.2.1 Fund Administration Unit	1,851,600
A.2.2 Common Operational Costs	3,871,200
B.1.1 Security Co-operation	776,900
B.3.1 Human Rights and Rule of Law	2,942,100
B.3.2 Education	1,610,600
B.4.1 Democratization	3,179,500
Total for the Mission	16,581,000
Regional Stabilization/Arms Control	
B.1.1 Implementation of Article IV	219,400
Total Regional Stabilization/Arms Control	219,400
Secretariat Augmentations	1,143,800
Grand Total	17,944,200
<u>Mission to Croatia</u>	
A.1.1 Office of Head of Mission	974,500
A.2.1 Fund Administration Unit	803,900
A.2.2 Common Operational Costs	1,548,200
B.3.1 Rule of Law (including Police)	1,593,200
B.3.2 Return and Integration	1,670,000
Total for the Mission	6,589,800

THE 2007 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
Secretariat Augmentations	208,900
Grand Total	6,798,700
<u>Mission to Serbia</u>	
A.1.1 Office of Head of Mission	921,300
A.2.1 Fund Administration Unit	712,000
A.2.2 Common Operational Costs	1,502,400
B.1.1 Police Affairs	1,677,500
B.2.1 Economic and Environmental	263,800
B.3.2 Democratization	975,800
B.3.2 Media	414,900
B.3.3 Rule of Law and Human Rights	1,039,800
Total	7,507,500
<u>Presence in Albania</u>	
A.1.1 Office of Head of Mission	920,100
A.2.1 Fund Administration Unit	441,200
A.2.2 Common Operational Costs	1,065,500
B.1.1 Security Co-operation	248,200
B.2.1 Governance in Economic and Environmental Issues	326,200
B.3.1 Human Dimension Activities	725,400
Total	3,726,600
<u>Spillover Monitor Mission to Skopje</u>	
A.1.1 Office of Head of Mission	1,322,500
A.2.1 Fund Administration Unit	1,208,500
A.2.2 Common Operational Costs	1,979,800
B.1.1 Confidence-Building	847,700
B.1.2 Police Development	1,918,600
B.3.1 Media Development	262,200
B.3.2 Rule of Law	1,657,000
B.3.3 Public Administration Support	589,900
Total for the Mission	9,786,200
Secretariat Augmentations	162,500
Grand Total	9,948,700
<u>Mission to Montenegro</u>	
A.1.1. Office of Head of Mission	313,100

THE 2007 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
A.2.1 Fund Administration Unit	221,400
A.2.2 Common Operational Costs	474,600
B.1.1 Police Affairs	447,600
B.2.1 Economic and Environmental	66,500
B.3.2 Democratization	327,700
B.3.2 Media	113,200
B.3.3 Rule of Law and Human Rights	236,800
Total	2,200,900
 TOTAL FOR SOUTH-EASTERN EUROPE	 83,290,300
 EASTERN EUROPE	
 <u>Mission to Moldova</u>	
A.1.1 Office of Head of Mission	341,700
A.2.1 Fund Administration Unit	169,400
A.2.2 Common Operational Costs	460,800
B.1.1 Conflict Prevention/Resolution	388,200
B.3.1 Human Rights Monitoring/Democratization	267,500
B.3.2 Anti-Trafficking/Gender	241,200
Total	1,868,800
 <u>Project Co-ordinator in Ukraine</u>	
A.1.1 Office of Head of Mission	143,300
A.2.1 Fund Administration Unit	200,500
A.2.2 Common Operational Costs	247,300
B.3.1 Democratization and Good Governance	214,000
B.3.3 Rule of Law and Human Rights	804,400
B.4.1 Economic, Environmental and Politico-Military Projects	858,300
Total	2,467,800
 <u>Office in Minsk</u>	
A.1.1 Office of Head of Mission	215,300
A.2.1 Fund Administration Unit	134,900
A.2.2 Common Operational Costs	191,400
B.2.1 Economic and Environmental Activities	179,300
B.3.1 Institution-Building, Rule of Law and Civil Society	176,600
Total	897,500

THE 2007 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
<u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>	
A.1.1 Office of Head of Mission	9,600
Total	9,600
TOTAL FOR EASTERN EUROPE	5,243,700
CAUCASUS	
<u>Mission to Georgia</u>	
A.1.1 Office of Head of Mission	2,005,400
A.2.1 Fund Administration Unit	1,158,100
A.2.2 Common Operational Costs	2,301,600
B.1.1 Political and Military Aspects of Security and Police Activities	1,421,000
B.1.2 Capacity-Building Programme	1,476,800
B.2.1 Economic and Environmental Activities	432,500
B.3.1 Human Dimension Activities	1,310,800
Total	10,106,200
<u>Office in Yerevan</u>	
A.1.1 Office of Head of Mission	211,600
A.2.1 Fund Administration Unit	172,800
A.2.2 Common Operational Costs	320,900
B.1.1 Politico-Military Activities	464,100
B.2.1 Economic and Environmental Activities	422,200
B.3.2 Democratization	218,100
B.3.3 Human Rights	180,600
B.4.1 Good Governance	325,500
Total	2,315,800
<u>Office in Baku</u>	
A.1.1 Office of Head of Mission	168,600
A.2.1 Fund Administration Unit	146,200
A.2.2 Common Operational Costs	301,200
B.1.1 Politico-Military Activities	772,000
B.2.1 Economic and Environmental Activities	346,500
B.3.2 Democratization	360,500
B.3.3 Rule of Law and Human Rights	381,500
Total	2,476,500

THE 2007 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
<u>High Level Planning Group</u>	
A.1.1 Office of Head of Mission	179,600
Total	179,600
<u>The Minsk Process</u>	
A.1.1 Office of Head of Mission	791,300
Total	791,300
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>	
A.1.1 Office of Head of Mission	566,800
A.2.1 Fund Administration Unit	181,100
A.2.2 Common Operational Costs	282,100
Total	1,030,000
TOTAL FOR CAUCASUS	16,899,400
CENTRAL ASIA	
<u>Centre in Almaty</u>	
A.1.1 Office of Head of Mission	231,000
A.2.1 Fund Administration Unit	195,500
A.2.2 Common Operational Costs	385,200
B.1.1 Politico-Military Activities	390,000
B.2.1 Economic and Environmental Activities	390,100
B.3.1 Human Dimension Activities	390,000
Total	1,981,800
<u>Centre in Ashgabad</u>	
A.1.1 Office of Head of Mission	247,100
A.2.1 Fund Administration Unit	126,900
A.2.2 Common Operational Costs	180,800
B.1.1 Conflict Prevention and Confidence- and Security-Building	224,300
B.2.1 Economic and Environmental Activities	225,700
B.3.1 Human Dimension Activities	223,600
Total	1,228,400
<u>Centre in Bishkek</u>	
A.1.1 Office of Head of Mission	813,200
A.2.1 Fund Administration Unit	256,800

THE 2007 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
A.2.2 Common Operational Costs	472,900
B.1.1 Politico-Military Activities	471,600
B.2.1 Economic and Environmental Activities	552,300
B.3.1 Human Dimension Activities	522,700
B.4.1 Police Reform Programme	996,300
Total	4,085,800
<u>Project Co-ordinator in Uzbekistan</u>	
A.1.1 Office of Head of Mission	173,800
A.2.1 Fund Administration Unit	77,100
A.2.2 Common Operational Costs	261,000
B.1.1 Politico-Military Activities	321,000
B.2.1 Economic and Environmental Activities	405,300
B.3.1 Human Dimension Activities	373,300
Total	1,611,500
<u>Centre in Dushanbe</u>	
A.1.1 Office of Head of Mission	350,500
A.2.1 Fund Administration Unit	307,300
A.2.2 Common Operational Costs	675,400
B.1.1 Fostering Political Dialogue and Security	336,300
B.1.2 SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities	592,800
B.2.1 Addressing Environmental Issues — Capacity-Building	253,900
B.2.2 Supporting Economic Development in Tajikistan	383,200
B.3.1 Promoting Democratization in Tajikistan	293,100
B.3.2 Fostering Democratization of Media in Tajikistan	370,600
B.3.3 Gender Awareness and Equality in Tajikistan	374,500
Total	3,937,600
TOTAL FOR CENTRAL ASIA	12,845,100
TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	118,278,500
TOTAL OSCE UNIFIED BUDGET	168,200,000

POST TABLE

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>The Secretariat</u>			
Secretary General and Central Services			
A.1.1 Executive Management			
Secretary General	SG	1	
Director, Office of the Secretary General	D1	1	
Senior Adviser	P4	1	
Senior Co-ordination Officer	P4	1	
Senior Policy and Planning Adviser	P4	1	
Executive Officer	S	1	
Personal Assistant to the SG	S	1	
Policy and Planning Officer	S	1	
Senior Executive Assistant	G7	1	
Senior Political/Administrative Assistant	G6	1	Change from programme Conference and Language Services
Secretary, OSG	G5	1	
Driver	G3	1	
A.1.2 Security Management			
Head, Security Management	P5	1	
Field Security Officer	P3	1	
Protective Services Officer	P2	1	
Security Assistant	G5	1	
Administrative Assistant	G4	1	
A.1.3 External Co-operation			
Head, External Co-operation Section	P5	1	
Senior External Co-operation Officer	P4	2	
External Co-operation Officer	P3	1	
External Co-operation Officer	S	1	
Senior External Co-operation Assistant	G6	1	
Secretary	G4	1	
A.1.4 Legal Services			
Senior Legal Adviser	P5	1	
Legal Adviser	P4	1	
Legal Officer	P3	2	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Legal Officer	S	1	
Legal Assistant	G5	1	
A.1.5 Press and Public Information			
Spokesperson/Head of Press and Public Information	P5	1	
Senior Press and Public Information Officer/Deputy Spokesperson	P4	1	
Senior Public Website Officer	P4	1	
Editor	P3	1	
Press Officer	P3	2	
Web Developer/Architect	P3	1	
Press and Public Information Assistant	G5	1	
Website Assistant	G5	1	
B.3.1 Gender Issues			
Senior Adviser on Gender Issues	P4	1	
Adviser on Gender Issues	P3	1	
Gender Officer	S	1	
Administrative/Programme Assistant	G5	1	
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D2	1	
Head, Evaluation and Mgt Audit Services/Deputy Director	P5	1	
Head, Internal Audit/Deputy Director	P5	1	
Senior Auditor	P4	1	
Auditor	P3	3	
Information Technology Auditor	P3	1	
Senior Auditing Assistant	G6	2	
Strategic Police Matters Unit			
B.1.1 Strategic Police Matters Unit			
Police Affairs Officer/Deputy Head, SPMU	P5	1	
Police Affairs Officer	P4	1	
Police Affairs Officer on Combating Illicit Drugs	P4	1	
Information Management/Executive Officer	P3	1	
Assistant Database Administrator/System Analyst	P1	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Police Affairs Officer	S	3	
Political Affairs Officer	S	1	
Senior Police Adviser	S	1	
Senior Information Management Assistant	G7	1	
Secretary	G4	1	
Administrative Clerk	G3	1	
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
Special Representative	D2	1	Change from programme Special Representative on Combating Trafficking in Human Beings
Senior Adviser	P4	1	Change from programme Anti-Trafficking Assistance Unit
Adviser	P3	2	Change from programme Anti-Trafficking Assistance Unit
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	Change from programme Anti-Trafficking Assistance Unit
Executive Officer	S	1	Change from programme Special Representative on Combating Trafficking in Human Beings
Public Information Officer	S	1	Change from programme Anti-Trafficking Assistance Unit
Senior Administrative Assistant	G6	1	New post
Secretary	G4	1	Change from programme Anti-Trafficking Assistance Unit
Action against Terrorism Unit			
B.1.1 Action against Terrorism			
Programme Co-ordinator	P4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Programme Officer	P4	1	Upgrade
Assistant Programme Officer	P1	3	
Adviser on Anti-Terrorism Issues	S	1	
Counter Terrorism Officer	S	1	
Head on Anti-Terrorism Issues	S	1	
Administrative Assistant	G4	1	
Project Secretary	G4	1	
Activities Relating to the Economic and Environmental Aspects of Security			
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities			
Co-ordinator of OSCE Economic and Environmental Activities	D2	1	
Deputy Co-ordinator, OCEEA	P5	1	
Senior Economic Adviser	P5	1	
Senior Programme Officer	P4	1	
Economic/Environmental Affairs Officer	P3	1	
Economic and Environmental Adviser	P3	1	Upgrade
Environmental Programme Officer	P3	1	New post
Associate Programme Officer	P2	2	
Economic and Environmental Adviser	S	2	
Environmental Adviser	S	1	
Programme Officer (Economic)	S	1	New post
Senior Economic Affairs Officer	S	1	
Special Adviser	S	1	
Executive Secretary	G6	1	Upgrade
Administrative Secretary	G5	1	
Project Secretary	G4	1	
Administrative Clerk	G3	1	
Conflict Prevention			
A.1.1 CPC Direction and Management			
Director of the Conflict Prevention Centre	D2	1	
Planning and Co-ordination Officer	P3	1	
Senior Secretary	G5	1	
Secretary	G4	1	
A.1.2 Policy Support Service			

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Deputy Director, CPC/Head of Mission Programme Section	P5	1	Change from programme Mission Programme Section
Senior Policy Support Officer	P4	3	Change from programme Mission Programme Section
Policy Support Officer	P3	2	Change from programme Mission Programme Section
Associate Policy Support Officer	S	1	New post
Policy Support Officer	S	4	Change from programme Mission Programme Section
Senior Mission Programme Assistant	G6	1	Upgrade, change from programme Mission Programme Section
Secretary	G4	1	Change from programme Mission Programme Section
A.1.3 Operations Service			
Head/Operational Support Service	P5	1	Change from programme Operations Unit and Situation/Communication Room
Senior Operational Adviser	P4	1	New post
Operational Support Officer	P3	1	New post
Programme Management Officer	P3	1	Change from programme Operations Unit and Situation/Communication Room
Analyst/Researcher	S	1	Change from programme Operations Unit and Situation/Communication Room
Border Adviser	S	1	Change from programme Operations Unit and Situation/Communication Room
Chief, Situation/Communications Room	S	1	Change from programme Operations Unit and Situation/Communication Room
Operational Support Officer	S	1	New post

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	Senior Border Issues Adviser	S	1	Change from programme Operations Unit and Situation/Communication Room
	Deputy Chief, Situation/Communications Room	G6	1	Change from programme Operations Unit and Situation/Communication Room
	Administrative/Programme Assistant	G5	1	Change from programme Operations Unit and Situation/Communication Room
	Duty Officer	G5	2	Change from programme Operations Unit and Situation/Communication Room
A.1.4 Programming and Evaluation Support Unit				
	Head/Programming and Evaluation Support Unit	P4	1	Change from programme Project Co-ordination Cell
	Associate Project Co-ordination Officer	P2	1	Change from programme Project Co-ordination Cell
	Evaluation Officer	S	1	New post
	Senior Project Assistant	G6	1	Change from programme Project Co-ordination Cell
B.1.2 FSC Support				
	Head/FSC Support Section	P4	1	Change from programme FSC Support Unit
	Senior Communications Network Officer	P4	1	Change from programme FSC Support Unit
	CSBM Officer	P3	1	Change from programme FSC Support Unit
	Associate Project Support Officer	P2	1	Change from programme FSC Support Unit
	FSC Support Officer	S	1	Change from programme FSC Support Unit
	Programme Assistant	G5	1	Change from programme FSC Support Unit

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.3 Communications Network			
Senior Network Management Officer	P4	1	
Network Management Officer	P3	1	
Human Resources Management			
A.2.1 HR Direction and Management			
Director for Human Resources	D2	1	
Job Evaluation Officer	P4	1	
Planning and Co-ordination Officer	S	1	
Senior Secretary	G5	1	
A.2.2 Personnel Management			
Chief, Personnel Section	P4	1	
Personnel Officer	P3	1	
Senior Payroll Assistant	G6	1	
Senior Personnel Assistant	G6	4	
Payroll Assistant	G5	1	
Personnel Assistant	G4	1	
Personnel Clerk	G3	1	
A.2.3 Recruitment			
Deputy Director/Chief Recruitment Section	P5	1	
Recruitment Project Officer	S	1	
Senior Recruitment Assistant	G6	3	
Recruitment Assistant	G5	1	
A.2.4 Training Section			
OSCE Training Co-ordinator	P4	1	
Training Officer	P4	1	Upgrade
Training Officer	P3	2	
Training Officer	S	1	
Senior IRMA Training Assistant	G6	1	
Senior Training Assistant	G6	1	
Training Assistant	G5	1	
Training Clerk	G3	1	
Department of Management and Finance			
A.1.1 Conference and Language Services			
Deputy Director for Conference Services	P5	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Chief, Language Services Section	P4	1	
Administrative Officer	P3	1	
Conference Officer	P3	1	
Senior Documents and Meeting Assistant	G6	1	
Senior Language Services Assistant	G6	1	
Senior Meetings Assistant	G6	2	
Supervisor, Text Control and Processing Unit	G6	1	
Assistant Supervisor, Text Control and Processing Unit	G5	1	
Documents and Meeting Assistant	G5	1	Upgrade
Protocol Assistant	G5	1	
Secretary	G5	1	
Administrative Secretary	G4	1	
Documents Distribution and Meeting Support Assistant	G4	4	Upgrade
Meetings Assistant	G4	1	
Registry and Documents Assistant	G4	3	
Support Services Assistant	G4	1	
Technical Assistant	G4	1	Upgrade
Text Control and Reference Assistant	G4	1	Change to full-time
Word Processing Operator	G4	12	
Switchboard Operator	G2	1	
A.2.1 DMF Direction and Management			
Director for Management and Finance	D2	1	
Planning and Co-ordination Officer	P3	1	
Senior Secretary	G5	1	
A.2.2 Financial Compliance, Systems and Support			
Head, Financial Compliance, Systems and Support	P5	1	Change from programme DMF Direction and Management
Financial Policy and Control Analyst	P3	1	New post
IRMA Focal Point, Contracting and Materials Management	P3	1	Change from programme Mission Support Service
IRMA Focal Point, Finance	P3	1	Change from programme Finance Services
A.2.3 Finance Services			
Deputy Director for Finance	P5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Chief, Accounts Unit	P4	1	
Chief, Budget Unit	P4	1	
Treasurer	P4	1	
Budget Officer	P3	3	
Associate Treasury Officer	P2	1	
Senior Finance Assistant	G7	1	
Senior Accounting Assistant	G6	2	
Senior Administrative/Finance Assistant	G6	1	
Senior Treasury Assistant	G6	2	
A.2.4 Information and Communication			
Technology Services			
Head, Information Technology Services	P5	1	
Chief, Databases Information Systems	P4	1	
Chief, Information Management	P4	1	
Chief, Infrastructure Support	P4	1	
ICT System and Security Architect	P4	1	
Chief, Communications Unit	P3	1	
Information Management Officer	P3	1	
Operations Officer	P3	1	
Communication Officer	P2	1	
Senior Application Specialist	G7	1	
Senior Applications Specialist	G7	1	
Senior Information Technology Assistant	G7	1	
Senior Information Technology Assistant	G6	3	
Senior Records Management Assistant	G6	1	
Information Technology User Support Assistant	G5	3	
Programme Assistant	G5	1	
Information Technology Clerk	G3	1	
A.2.5 Mission Support Service			
Deputy Director for Mission Support	P5	1	
Chief, Asset Management Unit	P4	1	
Chief, Procurement and Contracting Unit	P4	1	
Building Support Officer	P3	1	
Materials Management Officer	P3	1	
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Senior Asset Management Assistant	G6	1	
Senior Material Management Assistant	G6	1	Upgrade

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Travel Assistant	G6	1	
Administrative Assistant	G5	1	
Asset/Barcoding Assistant	G5	1	
Mission Support Assistant	G5	1	Downgrade
Building Support Assistant	G4	1	
Receptionist	G3	1	
A.2.6 Secretariat Common Operational Costs			
Driver	G2	2	
Cleaner	G1	5	
A.2.7 Prague Office			
Head of Office and Officer-in-Charge of Meetings	S	1	
Senior Documentation and Information Assistant	G7	1	
Senior Finance and Administrative Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Archives Assistant	G5	1	
Information Technology Assistant	G4	1	
Secretary	G4	1	
Cleaner/Photocopier	G1	1	
<u>Total Fund:</u>		285	
<u>Office for Democratic Institutions and Human Rights</u>			
A.1.1 Direction and Policy			
Director of the ODIHR	D/ODI	1	
First Deputy Director of the ODIHR	D1	1	
Second Deputy Director of the ODIHR	P5	1	
Project Co-ordinator	P4	1	
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	Change in category
Web Editor	P1	1	
Senior Political Adviser	S	1	
Special Adviser	S	2	
Executive Assistant	G7	1	
Documents and Records Management Assistant	G5	1	
Press and Public Affairs Assistant	G5	1	
Documents and Records Management Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.1 Fund Administration Unit			
Deputy Head of Common Services/Chief, Finance Unit	P4	1	
Chief, Human Resources Unit	P3	1	
Chief, Information Technology Unit	P3	1	
Logistics and Security Officer	P3	1	New post
Associate Finance Officer	P2	1	
Finance Officer	P2	1	
Assistant Procurement Officer	P1	1	
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Information Technology Assistant	G6	1	
Senior IT Assistant	G6	1	
Senior Personnel Assistant	G6	1	
Accounting Assistant	G5	1	
Administrative Assistant	G5	1	
Budget Assistant	G5	1	New post
Budget Assistant	G5	6	
Finance Assistant	G5	2	
IT Systems Support Assistant	G5	1	
Meetings and Building Services Assistant	G5	1	
Personnel Assistant	G5	1	
Procurement Assistant	G5	2	
Treasury Assistant	G5	1	
IT User Support Assistant	G4	1	
Supply Assistant	G4	1	
Front Office Clerk	G3	1	New post
Front Office Clerk	G3	1.5	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	0.5	
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer	P2	1	
Senior Human Dimension Meetings Assistant	G6	1	
B.3.2 Democratization			
Head, Democratization Department	P5	1	
Chief, Legislative Support Unit	P4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Chief, Migration/Freedom of Movement Unit	P4	1	
Chief, Rule of Law Unit	P4	1	
Adviser on Gender Issues	P3	1	
Democratic Governance and NGO Adviser	P3	1	
Migration/Freedom of Movement Adviser	P3	1	
Rule of Law Adviser	P3	1	
Gender Officer	P2	1	
Legal Officer	P2	1	
Assistant NGO and Democratic Governance Officer	P1	1	
Legal Officer	S	1	
Rule of Law Officer	S	3	
Senior Democratic Governance Expert	S	1	
Administrative Assistant	G5	5	
B.3.3 Human Rights			
Head, Human Rights Department	P5	1	
Senior Anti-Trafficking Adviser	P4	1	
Adviser on Anti-Terrorism Issues	P3	1	
Human Rights Adviser	P3	2	Upgrade
Human Rights Adviser	P3	1	
Anti-Trafficking Officer	P2	1	
Adviser on Anti-Trafficking Issues	S	1	
Deputy Head, Human Rights Department	S	1	
Human Rights Officer	S	2	
Administrative Assistant	G5	3	
B.3.4 Elections			
Head, Elections Department	P5	1	
Deputy Head for Operations, Elections Department	P4	1	
Deputy Head, Post-Election Follow-up and Implementation	P4	1	
Senior Election Adviser	P4	1	
Election Adviser	P3	6	
Technical Assistance Adviser	S	1	New post
Senior Documents Control/Information Management Assistant	G7	1	
Senior Administrative Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative/Travel Assistant	G5	1	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.5 Tolerance and Non-Discrimination			
Senior Adviser	P4	1	
Information Management Adviser	P3	1	
Adviser on Combating Racism, Xenophobia and Discrimination Focusing on Combating Anti-Semitism	P3	1	Change in category
Adviser on Combating Racism, Xenophobia and Discrimination Focusing on Intolerance and Discrimination against Muslims	P3	1	Upgrade
Adviser on Combating Racism, Xenophobia and Discrimination, also Focusing on Intolerance and Discrimination against Christians and Members of other Religions	P3	1	Change in category
Associate Hate Crime Reporting Officer	P2	1	
Assistant System Analyst	P1	1	Change in category
Adviser on Civil Society Relations	S	1	
Legal Adviser	S	1	
Adviser, Freedom of Religion or Belief	S	1	Change in category
Senior Library Assistant	G6	1	
Administrative Assistant	G5	1	Upgrade
Programme Assistant	G5	1	
Administrative Assistant	G4	1	
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues	P4	1	
Officer on Roma and Sinti Issues	P2	1	
Administrative Assistant	G5	1	
<u>Total Fund:</u>		118	
<u>High Commissioner on National Minorities</u>			
A.1.1 Office of High Commissioner			
High Commissioner	HCNM	1	
Director	D1	1	
Senior Adviser	P5	1	
Senior Political Adviser	P5	1	
Political Adviser	P4	1	
Senior Adviser	P4	2	
Senior Legal Adviser	P4	2	
Political Adviser	P3	1	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Legal Officer	P2	1	
Assistant Legal Officer	S	1	
Personal Adviser	S	1	
Secretary HCNM	S	1	
Administrative Assistant	G5	1	
Editorial Assistant	G5	0.5	
Information Assistant	G5	1	
Administrative Secretary	G4	1	
Secretary	G4	1	
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1	
Information Technology Specialist	P3	1	
Senior Administrative Assistant	G7	1	
Procurement Assistant	G5	1	
B.1.1 Conflict Prevention Activities			
Project Officer	P3	1	
Project Officer	S	3	
Project Assistant	G5	1	
Project Assistant	G4	0.5	
<u>Total Fund:</u>		28	
<u>Representative on Freedom of the Media</u>			
A.1.1 Office of Representative			
Representative on Freedom of the Media	RFoM	1	
Director of the Office/Principal Adviser	D1	1	
Adviser FoM	P2	2	New post
Senior Adviser	S	1	
Senior Administrative Assistant	G7	1	Upgrade
B.3.1 Freedom of the Media			
Adviser	P3	1	
Adviser	P2	1	
Assistant Research Officer	P1	1	
Project Co-ordinator	S	1	
Senior Adviser	S	4	
Project Assistant	G5	1	
Programme Secretary	G4	1	
<u>Total Fund:</u>		16	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Mission in Kosovo</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Head of the Office of Political Affairs	P5	1	
Chief of Mission Security	P4	1	
Head of Legal Affairs	P4	1	Change in category
Deputy Chief of Mission Security	P3	1	
Executive Assistant	P2	1	
Security Officer	P2	5	
Special Assistant to the Head of Mission	P2	1	
Assistant Co-ordination Officer	P1	1	Change from programme Fund Administration Unit
Chief of Staff	S4	1	
Head, Regional Centre	S4	5	
Deputy Head of the OPA	S3	1	
Deputy Head, Regional Centre	S3	5	
Head of Project Co-ordination Unit	S3	1	
Mission Spokesperson	S3	1	
RC Co-ordinator	S3	1	New post
Senior Legal Adviser	S3	1	
Belgrade Liaison Officer	S2	1	
Deputy Spokesperson	S2	1	
Senior Legal Adviser	S2	1	New post
Senior Legal Adviser	S2	3	
Senior Political Officer	S2	3	
Senior Public Affairs Officer	S2	1	
Senior Public Information Officer	S2	1	
Strategic and Planning Officer	S2	1	
Political Officer	S1	1	Change from programme Fund Administration Unit
Political Officer	S1	2	
Project Officer	S1	3	New post
Project Officer	S1	1	
Reporting Analysis Officer	S1	1	New post
National Legal Officer	NP2	1	
National Political Officer	NP2	1	New post
National Political Officer	NP2	1	
National Press Officer	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Assistant Graphic Presentation Officer	NP1	1	
National Assistant Legal Adviser	NP1	1	
National Assistant Public Information Officer	NP1	1	
National Radio and TV Production Officer	NP1	1	Change in category, upgrade
Personal Assistant to Head of Mission	G6	1	
Senior Legal Assistant	G6	2	
Senior Monitoring Assistant	G6	1	Upgrade
Senior Project Assistant	G6	1	New post
Senior Project Assistant	G6	1	Upgrade
Senior Webpage/Intranet Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative Assistant/Translator	G5	1	
Duty Assistant	G5	5	
Press Assistant/Translator	G5	1	
Project/Administrative Assistant	G5	1	
Secretary	G5	2	
Secretary/Translator	G5	1	New post
Secretary/Translator	G5	1	
Security Assistant	G5	1	
Security Planning Assistant	G5	1	
Assistant/Secretary/Interpreter	G4	5	New post
Assistant/Secretary/Interpreter	G4	5	
CCTV Technician	G4	1	Upgrade
Fire Safety Assistant	G4	2	
Information Assistant	G4	1	
Intranet Assistant	G4	1	
Investigation Assistant	G4	1	
Language Assistant — Belgrade	G4	1	
Media Monitor Assistant	G4	4	
Press Assistant/Translator	G4	1	
Secretary	G4	1	
Security Administrative Assistant	G4	1	
Security Assistant	G4	4	
Security Planning Assistant	G4	1	
Security Shift Supervisor	G4	4	
Translation Assistant	G4	1	
Radio Operator	G3	11	
Radio Operator/Guard	G3	3	
Security Administrative Clerk	G3	1	
Security Control Room Operators	G3	4	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Security Escort Unit Member	G3	8	
Security Shift Team Leader	G3	4	
Senior Driver to Deputy Head of Mission	G3	1	
Senior Driver to Head of Mission	G3	2	
Driver — Belgrade	G2	1	
Receptionist	G2	1	
Security Guard	G2	61	
A.2.1 Fund Administration Unit			
Director	D1	1	
Chief Logistics Support Section	P4	1	
Chief Medical Officer	P4	1	Downgrade
Chief of Financial Management	P4	1	
Chief of Personnel	P4	1	
Chief, ICT	P4	1	
Chief, Procurement and Contractual Services Section	P4	1	
Chief Electrical Engineer	P3	1	
Chief of Accounts	P3	1	
Chief of Supply Chain and Material Management	P3	1	
Chief, Building Management Services	P3	1	
Chief, Personnel Unit	P3	1	
Chief, Transport Unit	P3	1	
Contracts/Procurement Officer	P3	1	
Database Design Officer	P3	1	
ICT Field Operations Officer	P3	1	
ICT Support Officer	P3	1	Downgrade
ICT Systems Officer	P3	1	
Mission Internal Oversight Officer	P3	1	
Associate Central Services Officer	P2	1	Upgrade
Personnel Officer	P2	1	
Transport Officer	P2	1	
Customs Clearance Officer	S1	1	
National Medical Officer	NP3	2	
ICT Engineer Microwave/VSAT	NP2	1	
ICT Engineer Mobile Communications	NP2	1	
ICT Officer VOIP	NP2	1	
National Budget Officer	NP2	1	Upgrade
National Construction Engineer	NP2	1	
National Finance Officer	NP2	2	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National ICT Officer	NP2	1	
National Personnel Officer	NP2	1	
National Supply Officer	NP2	1	
National Assistant Archive Officer	NP1	1	Change in category
National Assistant Material Control Officer	NP1	1	
National Assistant Procurement Officer	NP1	1	
National Assistant Training Officer	NP1	1	
National Construction Engineer	NP1	1	
National Engineering Co-ordination Officer	NP1	1	
National Training Officer	NP1	1	
Cashier	G6	1	
Senior Administrative Assistant	G6	1	Upgrade
Senior Administrative Assistant	G6	5	
Senior Finance Assistant	G6	1	
Senior ICT Assistant, Field Support	G6	1	New post
Senior ICT Assistant, Hd Team Leader	G6	1	
Senior ICT Technician	G6	6	
Senior ICT Technician Internet	G6	1	
Senior ICT Technician LAN	G6	3	
Senior ICT Technician Microwave/VSAT	G6	1	
Senior ICT Technician, Mobile Communications	G6	1	Upgrade
Senior Payroll Assistant	G6	1	
Senior Personnel Assistant	G6	3	Upgrade
Senior Protocol Assistant	G6	1	Change in category, downgrade, change from programme Office of Head of Mission
Senior Travel Assistant	G6	1	
Administrative Assistant	G5	1	Upgrade
Administrative Assistant	G5	4	
Budget Audit Assistant	G5	1	Upgrade
Building Management Assistant	G5	5	
CS Technician Microwave/Conference Equipment	G5	1	
Database Development Assistant	G5	1	New post
Database Development Assistant	G5	1	
Electrical Foreman	G5	1	
Finance Assistant	G5	1	Downgrade
Finance Assistant	G5	2	Upgrade
Fleet Assistant	G5	1	Upgrade
Generator Mechanic	G5	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Generator Technician	G5	1	
ICT Admin/Billing Co-ordinator	G5	1	
ICT Assistant Equipment Management and Repair	G5	1	
ICT Assistant, Helpdesk	G5	3	
ICT Technician	G5	1	Upgrade
ICT Technician	G5	4	
ICT Technician Microwave/VSAT	G5	3	
ICT Technician Mobile Communications	G5	2	
Inventory Assistant	G5	1	
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	Upgrade
Nurse	G5	1	
Payroll Assistant	G5	1	
Personnel Assistant	G5	7	
Procurement Assistant	G5	1	
Secretary	G5	1	
Supply Assistant	G5	6	
Transport Assistant	G5	5	
Travel Assistant	G5	1	
Treasury Assistant	G5	2	
Accommodation Assistant	G4	1	
Administrative Assistant	G4	4	
Archives Assistant	G4	2	Upgrade
Assistant/Secretary/Interpreter	G4	1	
Conference Equipment Technician	G4	1	
Customs Assistant	G4	1	
Dispatcher	G4	1	Upgrade
Dispatcher	G4	2	
Facilities Assistant	G4	1	Downgrade
Fuel Supply Assistant	G4	1	
Generator Overhaul Mechanic	G4	1	
Inspection Assistant	G4	1	
Maintenance Assistant	G4	1	
Medical Assistant	G4	1	
Photocopy Technician	G4	1	
Pool Administrator	G4	1	
Protocol Assistant	G4	1	
Secretary	G4	2	
Security Guard/Supply and Inventory Assistant	G4	1	
Supply Assistant	G4	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Technical Assistant	G4	1	
Technical Materials Warehouse Assistant	G4	1	
Training Assistant	G4	2	
Transport Assistant/Driver	G4	1	
Warehouse Assistant	G4	1	
Administrative Clerk	G3	1	
BMS Technical Clerk	G3	1	Upgrade
BMS Technical Clerk	G3	1	
Data Input Clerk	G3	1	
Electrician	G3	1	Downgrade
Electrician	G3	4	
Fleet Clerk	G3	1	
ICT Billing Clerk	G3	1	
Inventory Clerk	G3	2	
Mail Clerk	G3	1	
Maintenance Clerk	G3	2	
Maintenance Worker	G3	1	Downgrade
Movement Control Clerk	G3	3	
Plumber	G3	2	
Protocol Clerk	G3	1	Change from programme Office of Head of Mission
Technical Clerk	G3	1	
Technical Clerk/Air-Conditioning	G3	1	
Technical Clerk/Driver	G3	1	
Technical Materials Warehouse Assistant	G3	1	
Travel Clerk	G3	1	
Truck Driver/Forklift Operator	G3	1	
Pool Operator	G2	2	
Switchboard Operator	G2	3	
Handyman	G1	2	
Trades Helper	G1	2	
A.2.2 Common Operational Costs			
Driver	G3	1	
Driver/Bus	G3	3	
Driver/Truck	G3	4	
Cleaner	G2	2	
Cleaner Supervisor	G2	2	
Driver	G2	1	Downgrade, change from programme Police Education

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
	Post Title			
				and Development
	Driver	G2	0.5	Downgrade, change to part-time, change from programme Fund Administration Unit
	Driver	G2	44	
	Cleaner	G1	2	Downgrade, change from programme Fund Administration Unit
	Cleaner	G1	8.5	
	B.1.1 Security and Public Safety			
	Planning and Research Officer	P3	1	Upgrade, change from programme Police Education and Development
	Director DSPSI	S4	1	Change from programme Police Education and Development
	Chief of MLDD	S3	1	Upgrade, change from programme Police Education and Development
	Deputy Director DSPSI	S3	1	Change from programme Police Education and Development
	Head of Division	S3	2	Change from programme Police Education and Development
	Chief Governmental Trainer	S2	1	Upgrade, change from programme Police Education and Development
	Chief of Advanced Training Support	S2	1	Upgrade, change from programme Police Education and Development
	Chief of Public Safety Monitoring	S2	1	Upgrade, change from programme Police Education and Development
	Chief of Section	S2	1	Upgrade, change from programme Police Education and Development

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Community Safety Officer	S2	1	Change from programme Police Education and Development
Community Safety Officer	S2	2	Upgrade, change from programme Police Education and Development
KCPSED Adviser	S2	1	Upgrade, change from programme Police Education and Development
Logistics Officer	S2	1	Upgrade, change from programme Police Education and Development
Security Issues Officer	S2	2	Change from programme Police Education and Development
Public Safety Monitor	S1	5	Change from programme Police Education and Development
Public Safety Trainer	S1	13	Change from programme Police Education and Development
Governmental Adviser	NP1	2	Change from programme Police Education and Development
National Assistant Finance Officer	NP1	1	Change from programme Police Education and Development
Senior ICT Assistant	G6	3	New post
Senior Language Assistant	G6	1	Change from programme Police Education and Development
Personnel Assistant	G5	1	Change from programme Police Education and Development
Trainer	G5	2	Change from programme Police Education and Development
Trainer	G5	1	Downgrade, change from programme Police Education and Development

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	Administrative Assistant	G4	9	Change from programme Police Education and Development
	Inventory Assistant	G4	1	Change from programme Police Education and Development
	Language Assistant	G4	2	Change from programme Police Education and Development
	Programme Assistant	G4	18	Change from programme Police Education and Development
	Programme Assistant	G4	1	New post
	Transport Assistant	G4	1	Change from programme Police Education and Development
B.3.1 Good Governance and Democratic Institutions				
	Elections Technical Adviser	P3	1	Change from programme Elections
	Elections Administrative and Operations Officer	P2	1	Change from programme Elections
	Elections Compliance Auditor	P2	1	Change from programme Elections
	IT Officer	P2	1	Change from programme Elections
	Deputy Director	S4	1	Change from programme Democratization
	Deputy Director	S4	1	Upgrade, change from programme Elections
	Director	S4	1	Change from programme Democratization
	Unit Co-ordinator/Project Manager	S3	4	Change from programme Democratization
	Unit Co-ordinator/Project Manager	S3	1	Change from programme Human Rights and Rule of Law
	Adviser to OPM	S2	1	Change from programme Democratization

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	Assembly Monitor	S2	1	Change from programme Democratization
	Election Technical Adviser	S2	1	Change from programme Elections
	Elections Operations Adviser	S2	1	Change from programme Elections
	Elections Voter List Adviser	S2	1	Change from programme Elections
	Media And Public Information Adviser	S2	1	Upgrade, change from programme Democratization
	Print Production Adviser	S2	1	New post
	Senior Adviser	S2	1	Change from programme Democratization
	Senior Adviser	S2	6	Change from programme Human Rights and Rule of Law
	Senior Adviser	S2	1	Downgrade, change from programme Democratization
	Senior Adviser	S2	1	New post
	Senior Adviser on Higher Education, Academic Management	S2	1	Downgrade, change from programme Elections
	Senior Adviser to the Rector of the University of Pristina	S2	1	Change from programme Democratization
	Senior Advisor to the IMC	S2	1	Change from programme Democratization
	Senior Advisor to the President of the Kosovo Assembly	S2	1	Change from programme Democratization
	Senior Assembly Adviser	S2	1	Change from programme Human Rights and Rule of Law
	Senior Programme Officer	S2	1	Change from programme Democratization
	Senior Reporting and Information Officer	S2	1	Change from programme Democratization
	Senior Reporting and Information Officer	S2	1	Upgrade, change from programme Democratization
	Senior Technical Adviser on Higher Education/HR Management	S2	1	Change from programme Democratization
	Senior Technical Adviser on Higher Education/HR Management	S2	1	Upgrade, change from programme Democratization

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Training Co-ordinator	S2	1	Change from programme Elections
Programme Officer	S1	5	Change from programme Democratization
National Associate Administrative Officer	NP2	1	Change from programme Democratization
National Associate Adviser	NP2	3	Change from programme Human Rights and Rule of Law
National Political Adviser	NP2	1	Change from programme Democratization
Assistant Programme Officer	NP1	2	Change from programme Democratization
Assistant Programme Officer	NP1	1	New post
National Assistant Programme Officer	NP1	7	Change from programme Democratization
National Assistant Programme Officer	NP1	2	New post
National Assistant Voter Services Officer	NP1	1	Change from programme Elections
Project Liaison Officer	NP1	1	New post
Personal Assistant to the D/DD	G6	1	Change from programme Democratization
Senior Administrative Assistant	G6	2	Change from programme Democratization
Senior Archive Assistant	G6	1	Change from programme Elections
Senior Election Compliance Auditor Assistant	G6	1	Change from programme Elections
Senior Election Field Assistant	G6	6	Change from programme Elections
Senior Election Technical Assistant	G6	1	Change from programme Elections
Senior Elections Operations Assistant	G6	1	Change from programme Elections
Senior Language Assistant	G6	7	Change from programme Democratization
Senior Language Assistant	G6	5	Change from programme Elections
Senior Political Entity Certification Assistant	G6	1	Change from programme Elections

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Programme Assistant	G6	2	Change from programme Democratization
Senior Programme Assistant	G6	1	Change from programme Elections
Senior Programme Assistant	G6	3	Upgrade, change from programme Democratization
Assembly Monitoring Assistant	G5	2	Change from programme Democratization
Programme Assistant	G5	1	Change from programme Democratization
Programme Assistant	G5	1	Change from programme Elections
Programme Assistant	G5	1	Upgrade, change from programme Democratization
Training Assistant	G5	2	Change from programme Elections
Administrative Assistant	G4	1	Upgrade, change from programme Democratization
Programme Assistant	G4	6	Change from programme Democratization
Programme Assistant	G4	1	Change from programme Elections
Programme Assistant	G4	7	Change from programme Human Rights and Rule of Law
Programme Assistant	G4	2	New post
Transport Clerk	G3	1	Change from programme Democratization
B.3.2 Human Rights, Decentralization and Communities			
Budget/Administrative Officer	P2	1	Change from programme Human Rights and Rule of Law
Deputy Director	S4	1	Change from programme Human Rights and Rule of Law

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Director	S4	1	Change from programme Human Rights and Rule of Law
Head of Communities Division	S4	1	Upgrade, change from programme Human Rights and Rule of Law
Head of Decentralization Division	S4	1	New post
Head of Human Rights Division	S4	1	New post
Analysis and Reports Co-ordinator	S3	1	Change from programme Human Rights and Rule of Law
Chief of Legal System Monitoring Section	S3	1	Change from programme Human Rights and Rule of Law
Chief of Municipal Co-ordination Unit	S3	1	Change from programme Human Rights and Rule of Law
Chief of Property Section	S3	1	Upgrade, change from programme Human Rights and Rule of Law
Chief, Decentralization Support Section	S3	1	Change from programme Democratization
Chief, Local Good Governance Section	S3	1	Change from programme Human Rights and Rule of Law
Chief, PSMS	S3	1	Change from programme Human Rights and Rule of Law
Human Rights Adviser	S2	1	Change from programme Human Rights and Rule of Law
Human Rights Adviser/PSMS	S2	5	Change from programme Human Rights and Rule of Law
Legal Analyst	S2	2	Change from programme Human Rights and Rule of Law
Senior Communities Policy Adviser	S2	1	Downgrade, change from programme Democratization

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Communities Policy Officer	S2	1	Change from programme Human Rights and Rule of Law
Senior Communities Protection Officer	S2	1	Change from programme Democratization
Senior Communities Protection Officer	S2	1	Change from programme Human Rights and Rule of Law
Senior Human Dimension Officer	S2	5	Change from programme Democratization
Senior Human Dimension Officer	S2	5	Change from programme Human Rights and Rule of Law
Senior Human Rights Adviser/Property	S2	1	Change from programme Human Rights and Rule of Law
Senior Human Rights Adviser/PSMS	S2	1	Change from programme Human Rights and Rule of Law
Senior Human Rights Adviser	S2	1	Change from programme Human Rights and Rule of Law
Senior Human Rights/Legal Adviser	S2	1	Change from programme Human Rights and Rule of Law
Senior Human Rights/Legal Adviser	S2	1	Upgrade, change from programme Human Rights and Rule of Law
Senior Legal Officer	S2	1	Upgrade, change from programme Human Rights and Rule of Law
Special Adviser to Kosovo Judicial Institute	S2	1	Change from programme Human Rights and Rule of Law
Special Adviser to Ombudsperson, Human Rights	S2	1	Change from programme Human Rights and Rule of Law

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	Special Adviser to Ombudsperson, Policy and Public Affairs	S2	1	Change from programme Human Rights and Rule of Law
	Communities Protection Officer	S1	1	Change from programme Democratization
	Communities Protection Officer	S1	1	Downgrade, change from programme Human Rights and Rule of Law
	Human Dimension Officer	S1	34	Change from programme Democratization
	Human Dimension Officer	S1	35	Change from programme Human Rights and Rule Of Law
	Human Dimension Officer	S1	1	Downgrade, change from programme Human Rights and Rule of Law
	Human Rights Adviser/Property	S1	1	New post
	Human Rights Legal Adviser	S1	2	Change from programme Human Rights and Rule of Law
	Legal Officer	S1	1	Change from programme Human Rights and Rule of Law
	Legal System Monitor	S1	6	Change from programme Human Rights and Rule of Law
	Municipal Co-ordination Officer	S1	2	New post
	Municipal Property Officer	S1	1	Change in Category, change from programme Human Rights and Rule of Law
	Programme Officer	S1	2	Change from programme Democratization
	Co-ordinator Criminal Monitoring	NP2	1	Change from programme Human Rights and Rule of Law
	National Assistant Legal Adviser/Women, Children	NP2	1	Change from programme Human Rights and Rule of Law
	National Language Services Co-ordinator	NP2	1	Change from programme Human Rights and Rule of

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
			Law
National Policy Adviser Communities	NP2	1	Change from programme Human Rights and Rule of Law
National Policy Adviser Communities	NP2	1	Upgrade, change from programme Human Rights and Rule of Law
Assistant Legal Officer	NP1	1	Change from programme Human Rights and Rule of Law
Assistant Municipal Co-ordination Officer	NP1	1	New post
Assistant Property Officer	NP1	2	Change from programme Human Rights and Rule of Law
Assistant Property Officer	NP1	2	Downgrade, change from programme Human Rights and Rule of Law
Budget/Administrative Officer	NP1	1	New post
National Assistant Civil Legal Adviser	NP1	1	Change from programme Human Rights and Rule of Law
National Assistant Human Rights/Legal Adviser	NP1	1	Change from programme Human Rights and Rule of Law
National Assistant Legal Adviser	NP1	1	Change from programme Democratization
National Assistant Legal Officer	NP1	3	Change from programme Human Rights and Rule of Law
National Assistant Legal Officer, Property	NP1	1	Change from programme Human Rights and Rule of Law
National Assistant Legal System Officer	NP1	6	Change from programme Human Rights and Rule of Law
National Assistant Programme Officer	NP1	3	Change from programme Democratization
Senior Human Dimension Assistant	G6	35	Change from programme Democratization

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Human Dimension Assistant	G6	34	Change from programme Human Rights and Rule of Law
Senior Human Dimension Assistant	G6	1	Upgrade, change from programme Human Rights and Rule of Law
Senior Interpreter	G6	5	Change from programme Human Rights and Rule of Law
Senior Interpreter	G6	1	New post
Senior Legal Assistant	G6	2	Change from programme Human Rights and Rule of Law
Senior Legal Assistant	G6	2	Upgrade, change from programme Human Rights and Rule of Law
Senior Programme Assistant	G6	1	New post
Administrative Assistant	G5	1	Change from programme Human Rights and Rule of Law
Administrative Assistant	G5	1	Upgrade, change from programme Human Rights and Rule of Law
Anti-Trafficking Assistant	G5	1	Upgrade, change from programme Human Rights and Rule of Law
Legal Assistant	G5	1	Change from programme Human Rights and Rule of Law
Legal System Assistant	G5	7	Change from programme Human Rights and Rule of Law
Legal System Assistant	G5	2	Upgrade, change from programme Human Rights and Rule of Law
Senior Secretary	G5	1	Upgrade, change from programme Human Rights and Rule of Law
Administrative Assistant	G4	1	Change from programme Democratization

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Administrative Assistant	G4	1	Change from programme Human Rights and Rule of Law
Human Rights Assistant	G4	9	Change from programme Human Rights and Rule of Law
Programme Assistant	G4	26	Change from programme Democratization
Programme Assistant	G4	23	Change from programme Human Rights and Rule of Law
Rule of Law Assistant	G4	1	Change from programme Human Rights and Rule of Law
Driver/Office Clerk	G3	1	Change from programme Human Rights and Rule of Law
The Secretariat Augmentation			
A.1.1 Press And Public Information			
Press and Public Information Officer	P3	1	
Web Editor	P3	1	
A.1.2 Internal Oversight			
Auditor	P3	1	
Senior Auditing Assistant	G6	1	
A.1.3 Policy Support Service			
Senior Policy Support Officer	P4	1	Change from programme Mission Programme Section
Senior Mission Programme Assistant	G6	1	Upgrade, change from programme Mission Programme Section
A.1.4 Operations Service			
Duty Officer	G5	1	Change from programme Operations Unit and Situation/Communication Room
A.2.1 Personnel Management			

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Personnel Officer	P3	1	
Personnel Assistant	G5	1	
Personnel Clerk	G3	1	
A.2.2 Recruitment			
Recruitment Officer	P3	2	
Recruitment And HRMS Assistant	G5	1	
Recruitment Assistant	G5	1	
Recruitment Assistant	G4	1	
A.2.3 Financial Compliance, Systems and Support			
Chief, FAU Support Unit	P4	1	Change from programme Mission Support Service
Associate FAU Support Officer	P2	1	Change from programme Mission Support Service
A.2.4 Finance Services			
Associate Finance Officer	P2	1	
Senior Budget Assistant	G6	1	
Budget Assistant	G5	1	
Finance Assistant	G5	1	
Treasury Assistant	G5	1	
Budget Assistant	G4	1	
Finance Assistant	G4	2	
Treasury Assistant	G4	1	
A.2.5 Information and Communication Technology Services			
Information Technology Mission Support Co-ordinator	P3	1	
Web System Specialist	P2	1	
Senior Communications Assistant	G6	1	
Senior Documents and Information Assistant	G6	1	
Senior Information Technology Assistant	G6	2	
Senior Programming Assistant	G6	2	
Information Technology User Support Assistant	G5	1	
Programming Assistant	G5	1	
A.2.6 Mission Support Service			

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Contracts Officer	P3	1	
Procurement Officer	P3	1	
Travel Officer	P3	1	Upgrade
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Building Support Assistant	G5	1	Downgrade
Procurement Assistant	G5	1	
Transport Dispatcher	G3	1	
Manual Worker	G2	1	
Messenger	G2	1	
Office for Democratic Institutions and Human Rights Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head/Senior Adviser on Kosovo and SEE	P4	1	
<u>Total Fund:</u>		1047	
<u>Tasks in Bosnia and Herzegovina</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief of Security	P3	1	
Field Co-ordinator	S4	1	
Regional Director	S4	3	
Chef de Cabinet	S3	1	
Spokesperson	S3	1	
Assistant Field Co-ordinator	S2	1	New post
Election Adviser	S2	1	
Executive Assistant to Head of Mission	S2	1	
OHR Liaison Officer	S2	1	
Political Adviser	S2	1	
Senior Political Adviser, Economic and Environmental Issues	S2	1	
Senior Public Information Adviser	S2	1	
Executive Assistant to Deputy Head of Mission	S1	1	
Reporting and Evaluation Officer	S1	1	
Deputy Chief of Security	NP3	1	
Deputy Spokesperson	NP2	1	
Operations Officer	NP1	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Personal Assistant to DHoM	NP1	1	
Personal Assistant to HoM	NP1	1	
Political Officer	NP1	1	
Press Officer	NP1	4	
Public Information Officer	NP1	1	
Regional Political Officer	NP1	4	
Reporting Officer	NP1	1	
Webmaster/Graphic Designer	NP1	1	
Political Assistant	G6	1	New post
Graphic Design Assistant	G5	1	
Graphic Design/Webmaster Assistant	G5	1	
Junior Public Information Officer	G5	1	
Senior Interpreter	G5	7	
Assistant/Interpreter	G4	9	
Language Lector	G4	3	
Operations Assistant	G4	1	
Press Assistant	G4	1	
Public Information Assistant	G4	1	
Security Guard	G2	29	
Watchman	G1	26	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P5	1	
Chief of Personnel	P4	1	
Chief of Finance	P3	1	Change in category
Technology Adviser	P2	1	
Chief of Procurement and Supply	S3	1	
Chief of Budget	NP3	1	
Chief of Communications and Information Technology Services	NP3	1	
Medical Officer	NP3	1	
Accounts Supervisor	NP2	2	
Deputy Chief of Communication and Information Services	NP2	1	
Executive Assistant	NP2	1	
Finance Officer	NP2	2	
Procurement Officer	NP2	1	
Administrative Officer	NP1	1	
Archivist	NP1	1	
Cashier	NP1	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Communications Officer	NP1	1	
ERP System Administrator	NP1	1	
General Services Officer	NP1	2	
Network Administrator	NP1	1	
Personnel Officer	NP1	1	
Procurement Officer	NP1	1	
Recruitment Officer	NP1	1	
Secretary of the Local Property Survey Claims Board	NP1	1	
Email Manager/Helpdesk Operator	G6	1	
Senior Inventory Assistant	G6	1	
Supply Officer	G6	1	
Transport Manager	G6	1	
Budget Assistant	G5	1	
Finance Assistant	G5	8	
Help Desk Operator	G5	1	
Procurement Assistant	G5	1	
SMS Server Operator/Helpdesk Operator	G5	1	
Storekeeper	G5	1	
Training Support Assistant	G5	1	
Transport Maintenance Supervisor	G5	1	
Travel and Accommodation Assistant	G5	2	
Administrative Assistant	G4	4	
Archivist Assistant	G4	2	
Assistant Building Manager	G4	3	
Communications Technician	G4	1	
Dispatcher	G4	1	
General Services Assistant	G4	2	
Investigations Assistant	G4	2	
IT/Communications Assistant	G4	6	
Personnel Assistant	G4	3	
Procurement Assistant	G4	2	
Supply Assistant	G4	1	
Transport Assistant	G4	1	
Documents Management Assistant	G3	3	
Receptionist	G3	4	
Switchboard Operator	G3	2	
A.2.2 Common Operational Costs			
Driver DHoM	G3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Driver	G3	1	
Driver	G2	65	
Cleaner	G1	39	
B.1.1 Security Co-operation			
Director of Security Co-operation	S4	1	
Head of Arms Control Section	S3	1	
Head of Director's Office/Policy and Planning Officer	S3	1	Upgrade
Head of Institution-Building Section	S3	1	
Head of Parliamentary Section	S3	1	
Arms Control Implementation Officer	S2	1	
Article IV Implementation Officer	S2	1	
Parliamentary Liaison Officer	S2	1	
Parliamentary Officer	S2	1	
Policy and Information Officer	S2	1	New post
Compliance Assistance Officer	NP1	1	
Defence and Security Affairs Analyst	NP1	1	
Legal Officer	NP1	1	Change in category
Legal Officer	NP1	1	
Politico-Military Analyst	NP1	1	
Personal Assistant	G5	1	
Senior Interpreter	G5	1	
Arms Control and Logistics Assistant	G4	1	
Assistant/Interpreter	G4	5	
B.3.1 Human Rights and Rule of Law			
Director of Human Rights	S4	1	
Deputy Director, Human Rights	S3	1	
Field Advocacy Co-ordinator	S2	1	
Human Rights Adviser, Economic and Social Rights	S2	1	
Legal Adviser/Co-ordinator, Judicial and Legal Reform	S2	1	
Legal Adviser, Analysis and Reporting	S2	1	
Legal Adviser, Human Rights Institutions	S2	1	
Legal Adviser, Judicial and Legal Reform	S2	3	
Legal Adviser, War Crimes	S2	3	
Legal Adviser/Co-ordinator, ESR and Equality	S2	1	
Senior Human Rights Officer	S2	3	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Human Rights Officer	S1	15	
Legal Adviser	NP2	5	
Legal Adviser, Rule of Law	NP2	4	
Legal Advisory Co-ordinator	NP2	1	
Anti-Trafficking and Gender Officer	NP1	1	
Database Developer	NP1	1	
Human Rights Officer	NP1	9	
Project Officer, Anti-Trafficking Awareness	NP1	1	
Property Rights Adviser	NP1	1	
Reporting and Information Officer	NP1	1	
Roma Officer	NP1	1	
Human Rights Monitor	G5	6	
Legal Assistant	G5	6	
Personal Assistant	G5	1	
Regional Return Monitor	G5	1	
Roma Monitor	G5	1	
Rule of Law Monitor	G5	25	
Senior Translator/Interpreter	G5	1	
Assistant/Interpreter	G4	25	
B.3.2 Education			
Director, Department of Education Reform	S4	1	
Deputy Director, Education	S3	1	
Senior Adviser	S3	1	
Education Policy Adviser	S2	1	
Legal Adviser	S2	1	
Policy and Co-ordination Adviser	S2	1	
Policy and Regional Co-ordinator	S2	1	
Education Adviser for Access and Non-Discrimination	NP2	1	
Education Adviser for Civic Involvement	NP2	1	
Finance and Management Adviser	NP2	1	
Policy and Regional Co-ordinator	NP2	2	
Education Officer	NP1	29	
Information and Reporting Officer	NP1	1	
Legal Officer	NP1	2	
Support Co-ordinator	NP1	1	
Programme Assistant	G5	3	
Project Assistant	G5	2	
Assistant/Interpreter	G4	8	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Project Assistant	G4	4	
B.4.1 Democratization			
Director of Democratization	S4	1	
Deputy Director	S3	1	
Local Government Reform Co-ordinator	S3	1	
Information Officer	S2	1	
Institution-Building Adviser	S2	1	
Local Governance Project Manager	S2	1	
Municipal Administration Reform Manager	S2	1	
Programme Development Co-ordinator	S2	1	
Senior Democratization Officer	S2	3	
Senior Parliamentary Support Officer	S2	1	
Democratization Officer	S1	12	
Legal Adviser	NP2	3	
Corporate Governance Project Manager	NP1	1	
Democratization Officer	NP1	12	
Governance Adviser	NP1	5	
Governance Adviser, Media	NP1	1	
Human Resources Management Adviser	NP1	17	
Parliamentary Adviser	NP1	1	
PRC/Citizen Participation Project Manager	NP1	1	
Public Finance Adviser	NP1	17	
Youth Project Manager	NP1	1	
Corporate Governance Project Monitor	G5	4	
Local Governance Project Assistant	G5	1	
Parliamentary Support Project Assistant	G5	1	
Personal Assistant	G5	1	
PRC/Civil Participation Project Assistant	G5	1	
Programme Assistant	G5	3	
Project Assistant	G5	1	
Assistant/Interpreter	G4	35	
Civil Society Project Assistant	G4	1	
Youth Assistant	G4	1	
Regional Stabilization/Arms Control			
B.1.1 Implementation of Article IV			
Analyst Staff Officer	S	1	
Driver	S	1	
Military Adviser	S	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Operation Staff Officer	S	1	
Personal Representative of the CiO	S	1	
Administrative Secretary	G5	1	
The Secretariat Augmentation			
A.1.1 Press and Public Information			
Web Editor	P3	1	
A.1.2 Internal Oversight			
Senior Secretary	G5	1	
A.1.3 Policy Support Service			
Senior Policy Support Officer	P4	1	Change from programme Mission Programme Section
A.1.4 Operations Service			
Duty Officer	G5	1	Change from programme Operations Unit and Situation/Communication Room
A.2.1 Recruitment			
Recruitment Assistant	G5	1	
Recruitment Assistant	G4	1	
A.2.2 Finance Services			
Budget Assistant	G5	1	
Finance Assistant	G4	3	
A.2.3 Information and Communication Technology Services			
Senior Application Specialist	G7	1	
Senior Information Technology Assistant	G7	1	
Senior Programming Assistant	G7	1	
Senior Information Technology Assistant	G6	1	
Information Technology User Support Assistant	G5	1	
IT Assistant	G5	1	
A.2.4 Mission Support Service			
Senior Asset Management Assistant	G6	1	
Procurement Information Assistant	G5	1	
Property Control Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Asset/Warehouse Assistant	G4	1	
Total Fund:		673	
<u>Mission to Croatia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Head of Unit	S3	1	
Head of Unit, Spokesperson	S3	1	
Senior Police Adviser	S3	1	Change from programme Rule of Law (including Police)
Political Affairs Adviser	S2	1	
Head of Executive Unit	S1	1	
National Democratization Officer	NP1	1	Change from programme Civil Society and Project Management
National Public Information Officer	NP1	1	
Police Affairs Assistant	G5	3	Change from programme Rule of Law (including Police)
Programme Assistant	G5	1	
Public Information Assistant	G5	1	
Senior Secretary	G5	2	
Language Assistant II	G4	3	
Political Affairs Assistant	G4	1	
Public Information Assistant	G4	1	
Senior Driver	G3	1	
A.2.1 Fund Administration Unit			
Chief, Finance and Personnel Unit	P3	1	
Chief, General Services	P3	1	
National IT Officer	NP1	1	
Senior Personnel Assistant	G6	1	
Communications Assistant	G5	1	
Finance Assistant	G5	1	Upgrade
Finance Assistant	G5	1	
IT Assistant	G5	2	
Finance Assistant	G4	1	
Inventory Supply Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Office Assistant	G4	1	
Personnel Assistant	G4	1	
Procurement Assistant	G4	1	
Supervisor, Distribution and Records Unit	G4	1	
Supply Assistant	G4	1	
Training Assistant	G4	1	
Transport and Travel Assistant	G4	1	
Registry Clerk	G3	1	
Warehouse Clerk	G3	1	
Office Clerk/Receptionist	G2	1	
A.2.2 Common Operational Costs			
Driver	G2	13	
Cleaner	G1	13	
B.3.1 Rule of Law (including Police)			
Head of Unit	S3	1	
Field Officer	S1	3	
Legal and Human Rights Officer	S1	3	
Legal Officer	S1	2	
National Democratization Officer	NP1	2	Change from programme Civil Society and Project Management
National Field Programme Officer	NP1	1	Change from programme Civil Society and Project Management
National Field Programme Officer	NP1	1	
National Legal Officer	NP1	2	
Senior Programme and Administrative Assistant	G6	2	
Administrative Assistant	G5	1	
Logistics Assistant	G5	1	
Programme Assistant	G5	3	Change from programme Civil Society and Project Management
Programme Assistant	G5	11	
Language Assistant II	G4	2	
Office Clerk	G3	1	
Office Clerk/Receptionist	G2	2	
B.3.2 Return and Integration			

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Head of FO	S3	6	
Head of Unit	S3	1	
Field Officer	S1	3	
Return and Integration Officer	S1	2	
National Democratization Officer	NP1	1	Change from programme Civil Society and Project Management
National Field Programme Officer	NP1	1	Change from programme Civil Society and Project Management
National Legal Officer	NP1	1	
Senior Programme and Administrative Assistant	G6	3	
Administrative Assistant	G5	1	
Logistics Assistant	G5	1	
Programme Assistant	G5	11	
Language Assistant II	G4	1	
Office Assistant	G4	3	
Return and Integration Assistant	G4	4	
Office Clerk/Receptionist	G2	1	
The Secretariat Augmentation			
A.1.1 Operations Service			
Duty Officer	G5	1	Change from programme Operations Unit and Situation/Communication Room
A.2.1 Recruitment			
Recruitment Clerk	G3	1	
A.2.2 Mission Support Service			
Senior Procurement Assistant	G6	1	
Mail Processing Assistant	G4	1	
Total Fund:		151	
<u>Mission to Serbia</u>			
A.1.1 Office of Head Of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Executive Adviser to HoM	S2	1	
Head of Press and Public Information	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Municipal Co-ordinator	S2	1	
Senior Political Officer	S2	1	
Political/Reporting Officer	S1	2	
National Special Adviser, CSBM	NP3	1	
National Political-Economic Affairs Officer	NP2	1	
Personal Assistant to HoM	G6	1	
Senior Press and Public Information Assistant	G6	1	Upgrade
Senior Press and Public Information Assistant	G6	0.5	
Senior Project Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
Programme Assistant/Interpreter	G5	2	
Public Information Assistant	G5	1	
Reports Assistant	G5	1	
Senior Secretary	G5	1	
Supervisor, Security Unit	G5	1	
Project Assistant	G4	1	Downgrade
Senior Security Guard	G3	1	
Security Guard	G2	8	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Chief, Finance	P2	1	
Chief, Human Resources and ICT	S1	1	
Chief, Material Management	S1	1	
National Personnel Officer	NP2	1	
Senior Building Management Assistant	G6	1	
Senior Communications Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior ICT Assistant	G6	2	
Senior Procurement Assistant	G6	1	
Assistant to CFA and Records Management	G5	1	
Budget Assistant	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
Training and Personnel Assistant	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	0.5	
Administrative/Human Resources Assistant	G4	0.5	
ICT Assistant	G4	2	
Procurement Assistant	G4	1	
Supply Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Transport Assistant	G4	1	
Building Maintenance Technician	G3	1	
Receptionist	G3	1	
Gardener/Handyman	G2	1	
Handyman	G2	1	
Messenger	G2	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	2	
Driver	G2	8	
Cleaner	G1	1	New post
Cleaner	G1	5	
B.1.1 Police Affairs			
Accountability Programme Manager	S2	1	
Border Policing Adviser	S2	1	
Community Policing Adviser	S2	2	
Community Policing Programme Manager	S2	1	
Crime Scene Forensic Adviser	S2	1	
Curriculum Development Adviser	S2	1	
Head Law Enforcement	S2	1	
Head of Strategic Development Unit	S2	1	
Organized Crime Adviser	S2	1	
Organized Crime and Border Policing Programme Manager	S2	1	
Police Education Programme Manager	S2	1	
Police Training Adviser	S2	8	
Training Co-ordinator	S2	1	
War Crimes Adviser	S2	1	
National Programme Officer	NP1	1	Change in category, upgrade
Curriculum Development Assistant	G5	1	
Project Assistant	G5	1	Upgrade
Project Assistant	G5	12	
Senior Secretary	G5	1	
Training/Language Assistant	G4	8	
B.2.1 Economic and Environmental			
Head, Economic and Environmental Department	NP3	1	
Senior Programme Assistant	G6	2	
Programme Secretary	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.1 Democratization			
Governance Adviser	S2	1	
Head Democratization	S2	1	
Human Rights Programme Co-ordinator	S2	1	
Senior Adviser on Minority Issues	S2	1	
Senior Parliamentary Officer	S2	1	
Youth and Education Adviser	S2	1	
National Legal Adviser	NP2	1	
National Assistant Programme Officer	NP1	1	
National Democratization Officer	NP1	1	
National Programme Officer	NP1	1	Change in category
National Programme Officer	NP1	1	
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	3	Upgrade
Senior Programme Assistant	G6	2	
Senior Programme Co-ordination Assistant	G6	1	
Programme Assistant	G5	1	
B.3.2 Media			
Head, Media	S2	1	
License and Frequency Officer	S2	1	
Electronic Media Officer	S1	1	
National Legal Officer	NP1	1	
Senior Media Analysis Assistant	G7	1	
Senior Administrative Assistant	G6	1	
Senior Media Legislation Assistant	G6	1	
Senior Media/FoM Assistant	G6	1	New post
Senior Programme Co-ordination Assistant	G6	1	
Media Affairs Assistant	G5	1	
Media Training Assistant	G5	3	
B.3.3 Rule of Law and Human Rights			
Head, Human Rights and Rule of Law	S2	1	
Legal Adviser Judicial Reform	S2	1	
Legal Adviser on Economic Transparency Officer	S2	1	
Legal Adviser on Organized Crime	S2	1	
Legal Reform Adviser	S2	1	
Senior Co-ordinator for Rule of Law and Human Rights	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Legal Adviser	NP2	1	
National Legal Officer	NP2	1	Upgrade
National Legal Officer	NP2	2	
National Criminal Justice System Adviser	NP1	2	
Senior Legal Assistant	G7	2	
Senior Administrative Assistant	G6	1	
Senior Legal Assistant	G6	1	New post
Senior Programme Assistant	G6	1	Upgrade
Legal Translator/Interpreter	G5	2	
Total Fund:		175.5	
Presence in Albania			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1	
Deputy Head of Presence	DHoM	1	
Political Officer	S2	1	
Project Office Co-ordinator	S2	1	
Donor and Project Co-ordination Officer	S1	1	
Field Officer	S1	2	
Head of Project Office	S1	4	
Project Officer	S1	1	
National Political Officer	NP1	1	
National Regional Liaison Officer	NP1	1	Change from programme Human Dimension Activities
Senior Translator/Interpreter	G6	1	
Field Assistant	G5	8	
Office Assistant	G5	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	
Senior Secretary	G5	2	
Internal Security Supervisor	G3	1	
Technical Security Clerk	G3	1	
Security Guard	G2	1	Change from programme Common Operation Costs
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Material Resources Officer	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Human Resources Officer	S1	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	Upgrade
Asset Management Assistant	G5	1	
Communications Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
Procurement Assistant	G5	2	
Transport Assistant	G5	1	
Human Resources and Training Assistant	G4	1	
Registry Assistant	G4	1	
Supply Assistant	G4	1	
Office Clerk	G3	1	
Travel Clerk/Receptionist	G3	1	
Vehicle Maintenance Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	11	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1	
Police Assistance and Border Management Officer	S2	1	
Senior Police Assistance Officer	S2	1	
National Assistant Security Officer	NP1	1	Downgrade
Programme Assistant	G5	1	
Programme/Administrative Assistant	G5	1	Upgrade
Translator/Interpreter	G5	1	
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and Environmental Issues Department	S3	1	
Economic and Environment and Regional Reform Officer	S2	1	
Good Governance Officer	S1	1	
National Economic and Environment Officer	NP2	1	
National Assistant Anti-Trafficking Officer	NP1	1	
National Assistant Property Legal Adviser	NP1	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme/Administrative Assistant	G5	1	
Project Assistant	G5	1	
Translator/Interpreter	G5	1	
Project Assistant	G4	1	
B.3.1 Human Dimension Activities			
Head of Human Dimension Department	S3	1	
Head of Civil Society and Media Unit	S2	1	
Head of Rule of Law Unit	S2	1	
Senior Judicial Officer	S2	1	
Senior Legal Officer	S2	1	
Legal Officer	S1	1	
Media Programme Development Officer	S1	1	Downgrade
National Associate Media Officer/Spokesperson	NP2	1	
National Electoral Reform Officer	NP2	1	
National Assistant Civil Society and Gender Officer	NP1	1	
National Assistant Election Legal Officer	NP1	1	
National Legal Officer	NP1	3	
Senior Public Information Assistant	G6	2	
Legal Assistant	G5	2	
Programme Assistant	G5	3	
Programme/Administrative Assistant	G5	1	
Translator/Interpreter	G5	1	
Office Clerk	G3	1	
Total Fund:		106	
<u>Spillover Monitor Mission to Skopje</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief Security Officer	P3	1	
CBM/Field Station Co-ordinator	S3	2	
Chief, Political/Reporting	S3	1	
Political Adviser	S2	1	
Programme Co-ordinator	S2	1	
Senior Project Officer	S2	1	
Political/Reporting Officer	S1	1	
National Executive Officer	NP2	1	
National Political Liaison Officer	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Records and Archives Officer	NP1	1	
Senior Assistant, Roma Issues	G6	1	
Senior Political Assistant	G6	1	
Administrative Assistant	G5	2	
Project Assistant	G5	1	Upgrade
Senior Political Assistant	G5	1	
Senior Secretary	G5	1	
Situation Centre Assistant	G5	3	
Administrative Assistant	G4	2	
Archives Assistant	G4	2	
Language Assistant II	G4	2	
Administrative Clerk	G3	1	
Close Protection Specialist	G3	1	
Protocol Clerk	G3	1	
Radio Operator	G3	9	
Office Clerk	G2	1	
Security Guard	G2	20	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief, Finance	P3	1	
Chief, General Services	P3	1	
Chief, Human Resources Management	P3	1	
Transport Officer	S1	1	
National ICT Officer	NP3	1	
National Associate Human Resources Officer	NP2	1	
National Supply Officer	NP2	1	
National Administrative Officer	NP1	1	
National Assistant Building Management Officer	NP1	1	
National Assistant Finance Officer	NP1	1	
Nurse	G6	1	
Senior Training Assistant	G6	1	
Finance Assistant	G5	2	
IT Network Technician	G5	1	
Personnel Assistant	G5	2	
Senior Procurement Assistant	G5	1	
Senior Transport Assistant	G5	1	
Telecommunications Assistant	G5	1	
Web/Database Assistant	G5	1	
Administrative Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Communications Assistant	G4	1	
IT Help Desk Assistant	G4	3	
Material Management Assistant	G4	2	
Procurement Assistant	G4	2	
Treasury Assistant	G4	1	
Finance Clerk	G3	1	
Material Control Clerk	G3	1	
Personnel Clerk	G3	2	
Technical Clerk	G3	1	
Training Clerk	G3	1	
Transport Clerk	G3	2	
Vehicle Maintenance Clerk	G3	1	
Material Management Clerk	G2	3	
Warehouse Worker	G2	1	
A.2.2 Common Operational Costs			
Bus Driver	G3	2	
Driver	G2	8	
Cleaner	G1	8	
B.1.1 Confidence-Building			
CBM/Head of Confidence-Building/Situation Centre	S3	1	
Education Development Co-ordinator	S3	1	
CBM/Senior Confidence-Building Officer	S2	2	
Confidence-Building Officer	S1	10	
Education Development Officer	S1	2	
Confidence-Building Assistant	G5	1	
Office Assistant	G4	1	
Programme Assistant	G4	2	
Language Assistant I	G3	10	
B.1.2 Police Development			
Head, Police Development Department	S4	1	
Chief of Police Training	S3	1	
Chief, Community Development	S3	1	
Deputy Head, Police Development Department	S3	1	
Community Police Adviser	S1	18	
Curriculum Development Officer	S1	1	
Police Instructor	S1	10	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Project Officer	S1	1	
Reporting Analysis Officer	S1	1	
National Legal Adviser	NP1	1	
Administrative Assistant	G5	1	Upgrade
Curriculum Development Assistant	G5	2	Upgrade
Publications Assistant	G5	1	Upgrade
Senior Secretary	G5	1	
Administrative Assistant	G4	2	
Project Assistant	G4	1	New post
Language Assistant I	G3	26	
B.3.1 Media Development			
CBM/Head of Media Affairs/Spokesperson	S3	1	
Press and Public Information/Media Development Officer	S1	1	
Media Assistant	G4	2	
Press and Public Information Assistant	G4	1	
B.3.2 Rule of Law			
CBM/Head of Rule of Law	S4	1	
CBM/Deputy Head of Rule of Law	S3	1	
CBM/Senior Rule of Law Officer	S2	2	
Senior Rule of Law Officer/Anti-Trafficking	S2	1	
Senior Rule of Law Officer/Capacity-Building	S2	1	
Senior Rule of Law Officer/Judicial Reform	S2	1	
CBM/Analysis and Reporting Officer	S1	1	
CBM/Rule of Law Officer	S1	3	
Rule of Law Officer/Capacity-Building	S1	1	
National Legal Adviser	NP2	1	
National Rule of Law Officer	NP1	1	Change in category
National Rule of Law Officer	NP1	8	
Legal Assistant	G5	2	
Rule of Law Assistant	G5	1	
Senior Assistant	G5	1	
Programme Assistant	G4	1	Downgrade
Programme Assistant	G4	7	
Language Assistant I	G3	2	
B.3.3 Public Administration Support			
Head of Public Administration Reform	S3	1	
Programme Officer	S1	1	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Administrative Public Reform Officer	NP1	3	
National Public Administration Reform Officer	NP1	1	New post
National Public Administration Reform Officer	NP1	2	
Project Assistant	G5	1	
Senior Assistant	G5	1	
The Secretariat Augmentation			
A.1.1 Policy Support Service			
Policy Support Officer	P3	1	Change from programme Mission Programme Section
A.2.1 Personnel Management			
Personnel Assistant	G5	1	
<u>Total Fund:</u>		278	
<u>Mission to Montenegro</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1	
Senior Political Officer	S2	1	
National Political Adviser	NP1	1	
Senior Secretary/Personal Assistant to HoM	G6	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	
Public Information Assistant	G5	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Finance Officer	NP2	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
ICT/DocIn Assistant	G5	1	
Procurement Assistant	G5	1	
Transport Clerk	G3	1	
Receptionist	G2	1	
A.2.2 Common Operational Costs			
Driver	G2	1	
Cleaner	G1	1	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.1 Police Affairs			
Chief of Police Training Centre	S2	1	
Police Expert Organized Crime	S2	2	
Police Trainer	S1	3	
Programme Assistant	G5	1	
Language Assistant	G4	4	
B.2.1 Economic and Environmental			
National Economic/Environmental Officer	NP1	1	
B.3.1 Democratization			
Democratization Officer	S2	1	
Programme Officer	S2	1	
National Education Officer	NP1	1	
National Training Officer	NP1	1	
Programme Assistant	G5	2	
B.3.2 Media			
Media Officer	S2	1	
Programme Assistant	G5	1	
B.3.3 Rule of Law and Human Rights			
Programme Officer Institution-Building	S2	1	
Programme Officer Legislation	S2	1	
National Legal Officer	NP1	1	
Senior Legal Adviser	G6	1	
Programme Assistant	G5	1	
<u>Total Fund:</u>		45	
<u>Mission to Moldova</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Public Affairs Officer/Spokesperson	S2	1	
National Assistant Legal Adviser	NP1	1	New post
Senior Media/FoM Assistant	G7	1	
Interpreter/Executive Assistant	G6	1	
Senior Programme Assistant	G6	1	
Assistant/Secretary to the HoM	G5	1	
Media Assistant	G5	1	New post

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Secretary	G4	1	
Office Support Clerk	G1	1	New post
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Assistant Finance Officer	NP1	1	
Senior IT Assistant	G7	1	
Senior Personnel Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Finance Assistant	G5	1	New post
Administrative Assistant	G4	1	New post
Mission Secretary/Travel Assistant	G4	1	
Supply Assistant	G4	1	
Office Clerk	G3	1	
Receptionist	G2	2	
A.2.2 Common Operational Costs			
Senior Driver/Dispatcher	G3	1	
Office Clerk	G2	1	
Vehicle Mechanic/Driver	G2	1	
Cleaner	G1	1	
B.1.1 Conflict Prevention/Resolution			
Military Member	S2	2	
Political Officer	S2	2	
Politico-Military Officer	S2	2	
B.3.1 Human Rights			
Monitoring/Democratization			
Human Dimension Officer	S2	2	
National Assistant Legal Adviser	NP1	2	
Senior Legal Assistant	G6	1	New post
B.3.2 Anti-Trafficking/Gender			
Anti-Trafficking Officer	S2	1	Change from programme Human Rights Monitoring/Democratization
National Assistant Civil Legal Adviser	NP1	1	Change from programme Human Rights Monitoring/Democratization

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Programme Assistant	G6	2	Change from programme Human Rights Monitoring/Democratization
Programme/Administrative Assistant	G5	1	New post
<u>Total Fund:</u>		43	
<u>Project Co-ordinator in Ukraine</u>			
A.1.1 Office of Head of Mission			
Project Co-ordinator	HoM	1	
Senior Project Officer	S3	1	Change from programme Support to Ukrainian Institutions through Projects
Personal Assistant to HoC	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	Upgrade
National Assistant Finance Officer	NP1	1	
National Assistant Procurement Officer	NP1	1	
Senior Finance Assistant	G6	1	New post
Senior Material Management Assistant	G6	1	New post
Senior Personnel Assistant	G6	1	
ICT Assistant	G5	1	New post
A.2.2 Common Operational Costs			
Driver/Technician	G3	1	
Senior Driver	G3	1	
Cleaner	G1	1	Change to full-time
B.3.1 Democratization and Good Governance			
Secretary	G4	1	Change from programme Support to Ukrainian Institutions through Projects
B.3.2 Rule of Law and Human Rights			
National Assistant Programme Officer	NP1	1	Change from programme Support to Ukrainian Institutions through Projects

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Legal Assistant	G6	1	Change from programme Support to Ukrainian Institutions through Projects
B.4.1 Economic, Environmental and Politico-Military Projects			
National Assistant Programme Officer	NP1	1	Change from programme Support to Ukrainian Institutions through Projects
Project Assistant	G5	1	Upgrade, change from programme Support to Ukrainian Institutions through Projects
Total Fund:		18	
Office in Minsk			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
Senior Secretary	G5	1	
Language Assistant	G4	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	Upgrade
Administrative/Human Resources Assistant	G5	1	Upgrade, change from programme Office of Head of Mission
Material Management Assistant	G5	1	Upgrade
A.2.2 Common Operational Costs			
Senior Driver	G3	1	Upgrade
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Project Assistant	G6	1	
B.3.1 Institution-Building, Rule of Law and Civil Society			
Human Dimension Officer	S2	1	
Democratization Assistant	G5	1	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Total Fund:</u>		13	
<u>Mission to Georgia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief Security Officer	P3	1	
Security Officer	P2	1	
Head of Tskhinvali Field Office	S3	1	
Adviser on Anti-Terrorism Issues	S2	1	
Executive Adviser	S2	1	
Mission Legal Adviser	S2	1	
Spokesperson/Press and Public Information Officer	S2	1	
National Legal Officer	NP2	1	Upgrade
National Public Information Officer	NP2	1	
Personal Assistant to the HoM	G6	1	
Programme Assistant	G5	1	New post
Senior Secretary	G5	1	
Administrative Assistant, FO	G4	1	New post
Duty Room Assistant	G4	5	
Language Assistant	G4	1	Downgrade
Maintenance and Security Assistant	G4	1	
Office Assistant	G4	1	
Press and Public Information Assistant	G4	2	
Safety and Security Assistant	G4	1	
Security Assistant	G4	1	
Security Guard Team Leader	G4	1	
Receptionist	G3	1	
Senior Driver	G3	1	
Security Guard	G2	6	New post
Security Guard	G2	26	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief, Finance	P3	1	
Chief, Human Resources Management	P3	1	
Chief, Material Management	P3	1	
Warehouse Officer	S1	1	
National ICT Officer	NP3	1	
National Accounting Officer	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Associate Transport Officer	NP2	1	
Documents and Records Management Officer	NP1	1	Change in category, upgrade
National Budget Officer	NP1	1	
National Civil Engineer	NP1	1	
National Personnel Officer	NP1	1	
National Procurement Officer	NP1	1	
National Training Officer	NP1	1	
National Treasury Officer	NP1	1	
Senior Inventory Control Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Recruitment and Personnel Assistant	G6	1	
Accounting and Finance Assistant	G5	2	
Budget Assistant	G5	1	
Facilities Management Assistant	G5	1	
IT Assistant	G5	2	
Procurement Assistant	G5	1	
Telecommunications Assistant	G5	1	
Telecommunications Technician	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	
Dispatcher/Transport Assistant	G4	1	
Inventory Control Assistant	G4	1	
IT/Communications Assistant	G4	1	
Office Assistant	G4	1	New post
Office Assistant	G4	1	
Personnel Assistant	G4	1	
Training Assistant	G4	1	
Transport Assistant	G4	1	
Travel Assistant	G4	1	
Electrician	G3	2	
Generator Management Clerk	G3	1	
Inventory Control Clerk	G3	1	New post
Inventory Control Clerk	G3	1	
Personnel Clerk	G3	1	
Procurement Clerk	G3	1	
Registry Clerk	G3	1	
Transport Clerk	G3	1	
Handyman	G2	1	
Warehouse Worker	G2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	1	Upgrade
Driver/Mechanic	G3	2	
Driver	G2	0.5	New post
Driver	G2	6	
Housekeeper	G1	3	
B.1.1 Political and Military Aspects of Security and Police Activities			
Police Adviser	P3	1	
Chief Military Officer	S3	1	
Project Co-ordinator	S3	1	Upgrade
Military Monitoring Officer	S2	8	
Political Officer	S2	3	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	2	
B.1.2 Capacity-Building Programme			
Capacity-Building Programme Manager	S4	1	
Training Co-ordinator	S3	1	
Liaison Officer	S2	1	
Logistics/Helicopter Officer	S2	1	
Training Officer	S2	2	
Operational Planning Training Expert	S1	8	
Rapid Reaction Training Expert	S1	6	
Training of Trainers Expert	S1	6	
Movement Control/Logistics Assistant	G5	2	
Training Assistant	G5	3	
Administrative Assistant	G4	9	
Language Assistant	G4	1	
Logistics Assistant	G4	1	
Office Assistant	G4	2	
Driver/Mechanic	G3	2	
Logistics Clerk	G3	1	
Housekeeper	G1	3	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Good Governance Officer	S2	1	Change from programme Human Dimension

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
			Activities
National Assistant Economic and Environmental Officer	NP1	1	
Economic and Environmental Assistant	G5	1	
Administrative Assistant	G4	1	
B.3.1 Human Dimension Activities			
Head of Human Dimension	S4	1	
Democratization/Elections Officer	S2	1	
Democratization Officer	S2	1	
Human Dimension Officer	S2	1	
Human Rights Officer	S2	1	
Human Rights Officer — Abkhazia, Georgia	S2	1	
Human Rights Officer — Gali Fo	S2	1	
Rule of Law Adviser	S2	1	
National Human Rights Officer	NP2	1	
National Rule of Law Officer	NP2	1	
National Assistant Freedom of Media Officer	NP1	1	
National Gender and Anti-Trafficking Officer	NP1	1	
Senior Democratization Assistant	G6	1	
Senior Human Rights Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Rule of Law Assistant	G6	1	
Democratization Assistant	G5	1	
Programme Assistant	G5	2	
Office Assistant	G4	1	
Secretary	G4	1	
Total Fund:		217.5	
Office in Yerevan			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
National Assistant Project Co-ordinator	NP1	1	
Senior Press and Public Information Assistant	G6	1	
Interpreter/Translator	G5	1	
Senior Secretary	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Assistant Finance Officer	NP1	1	New post
Senior Administrative Assistant	G6	1	Upgrade
Senior Finance and Administrative Assistant	G6	1	
Procurement/Administrative Assistant	G5	1	
Receptionist/Registry Clerk	G4	1	
A.2.2 Common Operational Costs			
Driver/Technician	G3	1	
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Politico-Military Officer	S2	1	
Senior Programme Assistant	G6	1	New post
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Assistant Programme Officer	NP1	1	Change in category, upgrade
National Assistant Project Co-ordinator	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	
Driver/Technician	G3	1	
B.3.1 Democratization			
Democratization Officer	S2	1	
National Associate Programme Officer	NP2	1	
National Assistant Programme Officer	NP1	1	New post
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
B.3.2 Human Rights			
Human Rights Officer	S2	1	
National Assistant Legal Adviser	NP1	1	
Senior Programme Assistant	G6	1	
B.4.1 Good Governance			
Deputy Head of Office	DHoM	1	
National Associate Programme Officer	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Programme Assistant	G6	1	New post
Senior Programme Assistant	G6	1	
Total Fund:		37	
Office in Baku			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Personal Assistant/Secretary	G5	1	Upgrade
Secretary	G4	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Finance Assistant	G5	1	Upgrade
Material Management/IT Assistant	G5	1	New post
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Deputy Head of Office/Political Affairs Officer	DHoM	1	
National Press and Public Information Officer	NP1	1	
Senior Programme Assistant	G6	1	Upgrade
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	1	
B.3.1 Democratization			
Democratization Officer	S2	1	
Senior Programme Assistant	G6	1	Upgrade
Senior Programme Assistant	G6	1	
B.3.2 Rule of Law and Human Rights			
Human Dimension Officer	S2	1	
Judicial Training Officer	S1	1	New post
National Assistant Legal Officer	NP1	1	Change in category, upgrade
National Legal Officer	NP1	1	
Legal Assistant	G5	1	New post

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Total Fund:</u>		23	
<u>High Level Planning Group</u>			
A.1.1 Office of Head of Mission			
Officer	S	8	
Senior Administrative Assistant	G6	1	
<u>Total Fund:</u>		9	
<u>Personal Representative of the CiO on the</u>			
<u>Conflict Dealt with by the Minsk Conference</u>			
A.1.1 Office of Head of Mission			
Personal Representative of the CiO	HoM	1	
Field Assistant to the PR	S2	3	
Personal Assistant to the PR	S2	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Administrative Assistant	G5	1	
Finance Assistant	G5	1	
A.2.2 Common Operational Costs			
Driver/Administrative Assistant — Yerevan	G5	1	
Driver — Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic — Tbilisi	G3	1	
Driver — Baku	G2	1	
Driver — Tbilisi	G2	1	
Housekeeper — Baku	G1	1	
Housekeeper — Stepanakert/Khankendi	G1	1	
Housekeeper — Tbilisi	G1	1	
Housekeeper — Yerevan	G1	1	
<u>Total Fund:</u>		17	
<u>Centre in Almaty</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	S4	1	
Personal Assistant/Secretary to DHoC	G5	1	New post
Personal Assistant/Secretary to HoC	G5	1	
A.2.1 Fund Administration Unit			

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Chief of Fund Administration	P2	1	New post
National FAU Officer	NP1	1	New post
Senior Finance Assistant	G6	1	
Administrative/Human Resources Assistant	G5	1	
Finance Assistant	G5	1	Upgrade
Material Management Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	New post
Driver	G2	2	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Political Officer	S2	1	
National Political/Media Officer	NP1	1	
Senior Programme Assistant	G6	1	Change from programme Democratic Development and Freedom of the Media
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Economic and Environmental Co-ordinator	NP1	1	
Senior Programme Assistant	G6	1	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Project Assistant	G6	1	Upgrade
Total Fund:		24	
Centre in Ashgabad			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Project Co-ordinator	S3	1	
Senior Public Information Assistant	G6	1	
Personal Assistant to HOC	G5	1	
Project Assistant	G5	1	
Security Guard	G2	4	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Procurement Assistant	G5	1	
A.2.2 Common Operational Costs			
Driver/Technician	G3	1	
Senior Driver	G3	1	
Cleaner	G1	1	
B.1.1 Conflict Prevention and Confidence- and Security-Building			
Political Officer	S2	1	
Senior Programme Assistant	G6	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Programme Assistant	G5	1	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Assistant Legal Adviser	NP1	1	
Programme Assistant	G5	1	Change from programme Office of Head of Mission
<u>Total Fund:</u>		22	
<u>Centre in Bishkek</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Programme Co-ordinator	S3	1	
Cross Dimensional Adviser	S2	1	
National Press and Public Information Officer	NP1	1	
Legal Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Security Assistant	G6	1	
Assistant to Head of Centre	G5	1	
Programme Assistant	G5	5	New post
Security Guard	G2	1	New post
Security Guard	G2	9	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	New post
National Administrative and Finance Officer	NP1	1	
Procurement/Administrative Assistant	G6	1	
Senior Finance Assistant	G6	1	
Administrative and Finance Assistant	G5	1	
Personnel Assistant	G5	1	New post
Procurement Assistant	G5	1	New post
Treasury Assistant	G5	1	
Administrative Assistant	G4	2	
Finance Assistant	G4	2	New post
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	1	
Senior Driver	G3	1	
Driver	G2	2	New post
Driver	G2	5	
Cleaner	G1	1	New post
Cleaner	G1	3	
B.1.1 Politico-Military Activities			
Head of Field Office Osh	S3	1	
Political Officer	S2	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	1	Upgrade
Senior Programme Assistant	G6	2	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	Upgrade
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	1	Change in category, Downgrade
Senior Programme Assistant	G6	1	Downgrade
Senior Programme Assistant	G6	1	New post
Senior Programme Assistant	G6	1	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	2	
National Assistant Project Co-ordinator	NP1	1	
Senior Programme Assistant	G6	1	Downgrade

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Programme Assistant	G6	1	
B.4.1 Police Reform Programme			
Community Policing Adviser	S2	1	New post
Police Reform Adviser	S2	1	New post
Senior Programme Assistant	G6	2	New post
Project Assistant	G5	2	New post
<u>Total Fund:</u>		72	
<u>Project Co-ordinator in Uzbekistan</u>			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1	
Senior Secretary	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
Information Technology Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	2	
B.1.1 Politico-Military Activities			
National Project Officer	NP2	1	New post
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1	
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1	
National Project Officer	NP2	1	New post
<u>Total Fund:</u>		18	
<u>Centre in Dushanbe</u>			

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Mission Security Officer	P2	1	
Senior Press and Public Information Assistant	G6	1	New post
Project Assistant	G5	1	New post
Security Assistant	G5	1	Upgrade
Senior Secretary	G5	2	
Language Assistant	G3	1	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Associate Finance Officer	P2	1	
National Associate Administrative Officer	NP2	1	
Senior Finance Assistant	G6	1	
Senior Personnel Assistant	G6	1	Upgrade
Senior Procurement Assistant	G6	1	
Communications Assistant	G5	1	
Finance Assistant	G5	1	
IT Assistant	G5	1	
Treasury Assistant	G5	1	
Building Maintenance Assistant	G4	1	
Travel Assistant	G4	1	
Receptionist	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	9	
Cleaner	G1	7	
B.1.1 Fostering Political Dialogue and Security			
Field Officer	S2	1	
Political Officer	S2	1	
Field Assistant	G5	1	
Programme Assistant	G5	1	
Administrative Assistant	G4	1	
Handyman	G2	3	
Cook	G1	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
B.1.2 SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities			
Programme Co-ordinator	S3	1	
Programme Assistant	G5	1	
B.2.1 Addressing Environmental Issues — Capacity-Building			
Environmental Officer	S2	1	
Programme Assistant	G5	1	
B.2.2 Supporting Economic Development in Tajikistan			
Economic Officer	S2	1	
Field Officer	S1	1	
Field Assistant	G5	1	
Programme Assistant	G5	1	
Administrative Assistant	G4	1	
Handyman	G2	2	
Cook	G1	1	
B.3.1 Promoting Democratization in Tajikistan			
Human Dimension Officer	S2	1	
Field Officer	S1	1	
Field Assistant	G5	1	
Programme Assistant	G5	2	
Administrative Assistant	G4	1	
Handyman	G2	2	
Cook	G1	1	
B.3.2 Fostering Democratization of Media in Tajikistan			
Media Officer	S2	1	
Field Officer	S1	1	
National Public Information Officer	NP1	1	
Field Assistant	G5	1	
Public Information Assistant	G5	1	
Administrative Assistant	G4	1	
Handyman	G2	3	
Cook	G1	1	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.3 Gender Awareness and Equality in Tajikistan			
Gender Issues Officer	S2	1	
Field Officer	S1	1	
Field Assistant	G5	1	
Programme Assistant	G5	1	
Administrative Assistant	G4	1	
Handyman	G2	2	
Cook	G1	1	
<u>Total Fund:</u>		87	
Grand Total		3523	